

WAGE DETERMINATION NO: 94-2543 REV (32) AREA: VA,NORFOLK

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH
DOL***

WASHINGTON D.C. 20210

Wage Determination No.: 1994-

2543

William W.Gross

Division of

Revision No.: 32

Director

Wage Determinations|

Date Of Last Revision:

07/29/2003

States: North Carolina, Virginia

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates,
Pasquotank,

Perquimans

Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight,
James City,

Mathews, Newport News, **Norfolk**, Poquoson, Portsmouth, Southampton,
Suffolk, Surry,

Virginia Beach, Williamsburg, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE

MINIMUM

WAGE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I

8.38

01012 - Accounting Clerk II

10.58

01013 - Accounting Clerk III

13.17

01014 - Accounting Clerk IV

14.28

01030 - Court Reporter

12.94

01050 - Dispatcher, Motor Vehicle

12.63

01060 - Document Preparation Clerk

10.68

01070 - Messenger (Courier)

8.68

01090 - Duplicating Machine Operator

9.93

01110 - Film/Tape Librarian

10.56

01115 - General Clerk I
7.94
01116 - General Clerk II
9.77
01117 - General Clerk III
12.15
01118 - General Clerk IV
13.59
01120 - Housing Referral Assistant
16.42
01131 - Key Entry Operator I
9.13
01132 - Key Entry Operator II
11.49
01191 - Order Clerk I
11.13
01192 - Order Clerk II
14.56
01261 - Personnel Assistant (Employment) I
12.18
01262 - Personnel Assistant (Employment) II
14.07
01263 - Personnel Assistant (Employment) III
14.87
01264 - Personnel Assistant (Employment) IV
17.03
01270 - Production Control Clerk
17.78
01290 - Rental Clerk
12.49
01300 - Scheduler, Maintenance
13.00
01311 - Secretary I
13.00
01312 - Secretary II
15.14
01313 - Secretary III
17.27
01314 - Secretary IV
20.25
01315 - Secretary V
21.26
01320 - Service Order Dispatcher
12.63
01341 - Stenographer I
10.51
01342 - Stenographer II
12.90
01400 - Supply Technician
19.04
01420 - Survey Worker (Interviewer)
12.02
01460 - Switchboard Operator-Receptionist
9.59
01510 - Test Examiner
14.39

01520 - Test Proctor
 14.39
 01531 - Travel Clerk I
 9.92
 01532 - Travel Clerk II
 10.59
 01533 - Travel Clerk III
 11.30
 01611 - Word Processor I
 11.58
 01612 - Word Processor II
 13.96
 01613 - Word Processor III
 14.61
 03000 - Automatic Data Processing Occupations
 03010 - Computer Data Librarian
 9.41
 03041 - Computer Operator I
 11.53
 03042 - Computer Operator II
 13.32
 03043 - Computer Operator III
 16.50
 03044 - Computer Operator IV
 19.12
 03045 - Computer Operator V
 20.32
 03071 - Computer Programmer I (1)
 19.24
 03072 - Computer Programmer II (1)
 21.77
 03073 - Computer Programmer III (1)
 25.96
 03074 - Computer Programmer IV (1)
 27.62
 03101 - Computer Systems Analyst I (1)
 25.89
 03102 - Computer Systems Analyst II (1)
 27.62
 03103 - Computer Systems Analyst III (1)
 27.62
 03160 - Peripheral Equipment Operator
 11.53
 05000 - Automotive Service Occupations
 05005 - Automotive Body Repairer, Fiberglass
 18.20
 05010 - Automotive Glass Installer
 16.60
 05040 - Automotive Worker
 16.60
 05070 - Electrician, Automotive
 17.38
 05100 - Mobile Equipment Servicer
 15.00
 05130 - Motor Equipment Metal Mechanic
 18.20

05160 - Motor Equipment Metal Worker
16.60
05190 - Motor Vehicle Mechanic
18.20
05220 - Motor Vehicle Mechanic Helper
14.15
05250 - Motor Vehicle Upholstery Worker
15.78
05280 - Motor Vehicle Wrecker
16.60
05310 - Painter, Automotive
17.38
05340 - Radiator Repair Specialist
15.78
05370 - Tire Repairer
13.37
05400 - Transmission Repair Specialist
18.20
07000 - Food Preparation and Service Occupations
(not set) - Food Service Worker
7.92
07010 - Baker
9.05
07041 - Cook I
8.43
07042 - Cook II
9.32
07070 - Dishwasher
7.42
07130 - Meat Cutter
11.54
07250 - Waiter/Waitress
7.56
09000 - Furniture Maintenance and Repair Occupations
09010 - Electrostatic Spray Painter
20.27
09040 - Furniture Handler
13.34
09070 - Furniture Refinisher
16.03
09100 - Furniture Refinisher Helper
13.05
09110 - Furniture Repairer, Minor
14.56
09130 - Upholsterer
16.03
11030 - General Services and Support Occupations
11030 - Cleaner, Vehicles
8.43
11060 - Elevator Operator
8.36
11090 - Gardener
10.19
11121 - House Keeping Aid I
7.41
11122 - House Keeping Aid II
9.50

11150 - Janitor
8.96
11210 - Laborer, Grounds Maintenance
9.52
11240 - Maid or Houseman
7.41
11270 - Pest Controller
10.57
11300 - Refuse Collector
10.02
11330 - Tractor Operator
9.71
11360 - Window Cleaner
9.50
12000 - Health Occupations
12020 - Dental Assistant
11.11
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
13.79
12071 - Licensed Practical Nurse I
10.98
12072 - Licensed Practical Nurse II
12.32
12073 - Licensed Practical Nurse III
13.78
12100 - Medical Assistant
10.39
12130 - Medical Laboratory Technician
12.14
12160 - Medical Record Clerk
11.99
12190 - Medical Record Technician
13.15
12221 - Nursing Assistant I
7.67
12222 - Nursing Assistant II
8.63
12223 - Nursing Assistant III
9.42
12224 - Nursing Assistant IV
10.56
12250 - Pharmacy Technician
11.84
12280 - Phlebotomist
11.71
12311 - Registered Nurse I
19.72
12312 - Registered Nurse II
23.42
12313 - Registered Nurse II, Specialist
23.42
12314 - Registered Nurse III
28.34
12315 - Registered Nurse III, Anesthetist
28.34
12316 - Registered Nurse IV
33.96

13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
14.23
13011 - Exhibits Specialist I
15.81
13012 - Exhibits Specialist II
19.21
13013 - Exhibits Specialist III
21.33
13041 - Illustrator I
17.63
13042 - Illustrator II
21.42
13043 - Illustrator III
23.78
13047 - Librarian
21.20
13050 - Library Technician
12.60
13071 - Photographer I
11.73
13072 - Photographer II
15.55
13073 - Photographer III
18.89
13074 - Photographer IV
20.98
13075 - Photographer V
25.39
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations
15010 - Assembler
6.95
15030 - Counter Attendant
6.95
15040 - Dry Cleaner
8.75
15070 - Finisher, Flatwork, Machine
6.95
15090 - Presser, Hand
6.95
15100 - Presser, Machine, Drycleaning
6.95
15130 - Presser, Machine, Shirts
6.95
15160 - Presser, Machine, Wearing Apparel, Laundry
6.95
15190 - Sewing Machine Operator
9.35
15220 - Tailor
9.91
15250 - Washer, Machine
7.51
19000 - Machine Tool Operation and Repair Occupations
19010 - Machine-Tool Operator (Toolroom)
18.33
19040 - Tool and Die Maker
20.31

21000 - Material Handling and Packing Occupations
21010 - Fuel Distribution System Operator
15.62
21020 - Material Coordinator
17.78
21030 - Material Expediter
17.78
21040 - Material Handling Laborer
9.75
21050 - Order Filler
9.89
21071 - Forklift Operator
13.56
21080 - Production Line Worker (Food Processing)
13.08
21100 - Shipping/Receiving Clerk
11.02
21130 - Shipping Packer
12.10
21140 - Store Worker I
9.87
21150 - Stock Clerk (Shelf Stocker; Store Worker II)
12.41
21210 - Tools and Parts Attendant
14.93
21400 - Warehouse Specialist
14.36
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
20.53
23040 - Aircraft Mechanic Helper
15.13
23050 - Aircraft Quality Control Inspector
21.44
23060 - Aircraft Servicer
16.87
23070 - Aircraft Worker
17.74
23100 - Appliance Mechanic
17.63
23120 - Bicycle Repairer
13.37
23125 - Cable Splicer
20.32
23130 - Carpenter, Maintenance
16.03
23140 - Carpet Layer
17.61
23160 - Electrician, Maintenance
18.96
23181 - Electronics Technician, Maintenance I
16.46
23182 - Electronics Technician, Maintenance II
16.84
23183 - Electronics Technician, Maintenance III
18.04

23260 - Fabric Worker
14.56
23290 - Fire Alarm System Mechanic
16.79
23310 - Fire Extinguisher Repairer
13.84
23340 - Fuel Distribution System Mechanic
18.95
23370 - General Maintenance Worker
15.31
23400 - Heating, Refrigeration and Air Conditioning Mechanic
16.79
23430 - Heavy Equipment Mechanic
16.79
23440 - Heavy Equipment Operator
16.79
23460 - Instrument Mechanic
16.79
23470 - Laborer
10.02
23500 - Locksmith
18.17
23530 - Machinery Maintenance Mechanic
18.43
23550 - Machinist, Maintenance
16.79
23580 - Maintenance Trades Helper
13.05
23640 - Millwright
20.58
23700 - Office Appliance Repairer
16.03
23740 - Painter, Aircraft
18.24
23760 - Painter, Maintenance
16.03
23790 - Pipefitter, Maintenance
17.37
23800 - Plumber, Maintenance
16.58
23820 - Pneudraulic Systems Mechanic
16.79
23850 - Rigger
16.79
23870 - Scale Mechanic
15.31
23890 - Sheet-Metal Worker, Maintenance
16.79
23910 - Small Engine Mechanic
15.31
23930 - Telecommunication Mechanic I
16.79
23931 - Telecommunication Mechanic II
20.16
23950 - Telephone Lineman
16.79

23960 - Welder, Combination, Maintenance
16.79
23965 - Well Driller
16.79
23970 - Woodcraft Worker
16.79
23980 - Woodworker
13.84
24000 - Personal Needs Occupations
24570 - Child Care Attendant
7.15
24580 - Child Care Center Clerk
11.06
24600 - Chore Aid
6.58
24630 - Homemaker
10.63
25000 - Plant and System Operation Occupations
25010 - Boiler Tender
17.76
25040 - Sewage Plant Operator
17.81
25070 - Stationary Engineer
17.76
25190 - Ventilation Equipment Tender
13.05
25210 - Water Treatment Plant Operator
17.81
27000 - Protective Service Occupations
(not set) - Police Officer
17.47
27004 - Alarm Monitor
11.95
27006 - Corrections Officer
13.55
27010 - Court Security Officer
14.51
27040 - Detention Officer
13.55
27070 - Firefighter
13.99
27101 - Guard I
8.94
27102 - Guard II
10.70
28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
15.07
28020 - Hatch Tender
15.07
28030 - Line Handler
15.07
28040 - Stevedore I
15.44
28050 - Stevedore II
16.96
29000 - Technical Occupations

21150 - Graphic Artist
18.24
29010 - Air Traffic Control Specialist, Center (2)
29.10
29011 - Air Traffic Control Specialist, Station (2)
20.07
29012 - Air Traffic Control Specialist, Terminal (2)
22.09
29023 - Archeological Technician I
13.01
29024 - Archeological Technician II
14.63
29025 - Archeological Technician III
18.07
29030 - Cartographic Technician
19.12
29035 - Computer Based Training (CBT) Specialist/ Instructor
25.38
29040 - Civil Engineering Technician
18.89
29061 - Drafter I
11.46
29062 - Drafter II
12.90
29063 - Drafter III
16.21
29064 - Drafter IV
19.70
29081 - Engineering Technician I
15.58
29082 - Engineering Technician II
16.67
29083 - Engineering Technician III
20.54
29084 - Engineering Technician IV
24.87
29085 - Engineering Technician V
29.05
29086 - Engineering Technician VI
35.89
29090 - Environmental Technician
16.43
29100 - Flight Simulator/Instructor (Pilot)
27.62
29160 - Instructor
19.90
29210 - Laboratory Technician
14.86
29240 - Mathematical Technician
19.70
29361 - Paralegal/Legal Assistant I
12.85
29362 - Paralegal/Legal Assistant II
15.60
29363 - Paralegal/Legal Assistant III
19.09

29364 - Paralegal/Legal Assistant IV
23.09
29390 - Photooptics Technician
19.70
29480 - Technical Writer
20.56
29491 - Unexploded Ordnance (UXO) Technician I
18.49
29492 - Unexploded Ordnance (UXO) Technician II
22.37
29493 - Unexploded Ordnance (UXO) Technician III
26.81
29494 - Unexploded (UXO) Safety Escort
18.49
29495 - Unexploded (UXO) Sweep Personnel
18.49
29620 - Weather Observer, Senior (3)
18.44
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
17.04
29622 - Weather Observer, Upper Air (3)
17.04
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver
10.39
31260 - Parking and Lot Attendant
7.51
31290 - Shuttle Bus Driver
10.10
31300 - Taxi Driver
10.29
31361 - Truckdriver, Light Truck
10.10
31362 - Truckdriver, Medium Truck
11.06
31363 - Truckdriver, Heavy Truck
14.64
31364 - Truckdriver, Tractor-Trailer
14.64
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
7.99
99030 - Cashier
7.67
99041 - Carnival Equipment Operator
10.00
99042 - Carnival Equipment Repairer
10.49
99043 - Carnival Worker
7.12
99050 - Desk Clerk
8.10
99095 - Embalmer
17.93
99300 - Lifeguard
8.88

99310 - Mortician
 21.33
 99350 - Park Attendant (Aide)
 11.14
 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
 8.22
 99500 - Recreation Specialist
 13.50
 99510 - Recycling Worker
 12.27
 99610 - Sales Clerk
 8.88
 99620 - School Crossing Guard (Crosswalk Attendant)
 9.62
 99630 - Sport Official
 7.72
 99658 - Survey Party Chief (Chief of Party)
 13.67
 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
 12.43
 99660 - Surveying Aide
 8.54
 99690 - Swimming Pool Operator
 10.63
 99720 - Vending Machine Attendant
 10.43
 99730 - Vending Machine Repairer
 12.22
 99740 - Vending Machine Repairer Helper
 10.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:
 HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month
 VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)
 HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)
 THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:

An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).
HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or

explosives. Demilitarization, modification, renovation, demolition, and maintenance

operations on sensitive ordnance, explosives and incendiary materials. All

operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to

ordnance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All

operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:
The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION**

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as

amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

publication may be obtained from the Superintendent of Documents, at 202-783-3238,

or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained

from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

{Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title), a Federal grade equivalency (FGE) for each

proposed classification), job description), and rationale for proposed wage

rate), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

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States: North Carolina, Virginia
Area: North Carolina Counties of Camden, Chowan, Currituck, Gates,
Pasquotank,
Perquimans
Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight,
James City,
Mathews, Newport News, **Norfolk**, Poquoson, Portsmouth, Southampton,
Suffolk, Surry,
Virginia Beach, Williamsburg, York

***Fringe Benefits Required Follow the Occupational Listing**
OCCUPATION CODE - TITLE MINIMUM
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27.62
03101 - Computer Systems Analyst I (1)
25.89
03102 - Computer Systems Analyst II (1)
27.62
03103 - Computer Systems Analyst III (1)
27.62
03160 - Peripheral Equipment Operator
11.53
05000 - Automotive Service Occupations
05005 - Automotive Body Repairer, Fiberglass
18.20
05010 - Automotive Glass Installer
16.60
05040 - Automotive Worker
16.60

05070 - Electrician, Automotive
17.38
05100 - Mobile Equipment Servicer
15.00
05130 - Motor Equipment Metal Mechanic
18.20
05160 - Motor Equipment Metal Worker
16.60
05190 - Motor Vehicle Mechanic
18.20
05220 - Motor Vehicle Mechanic Helper
14.15
05250 - Motor Vehicle Upholstery Worker
15.78
05280 - Motor Vehicle Wrecker
16.60
05310 - Painter, Automotive
17.38
05340 - Radiator Repair Specialist
15.78
05370 - Tire Repairer
13.37
05400 - Transmission Repair Specialist
18.20
07000 - Food Preparation and Service Occupations
(not set) - Food Service Worker
7.92
07010 - Baker
9.05
07041 - Cook I
8.43
07042 - Cook II
9.32
07070 - Dishwasher
7.42
07130 - Meat Cutter
11.54
07250 - Waiter/Waitress
7.56
09000 - Furniture Maintenance and Repair Occupations
09010 - Electrostatic Spray Painter
20.27
09040 - Furniture Handler
13.34
09070 - Furniture Refinisher
16.03
09100 - Furniture Refinisher Helper
13.05
09110 - Furniture Repairer, Minor
14.56
09130 - Upholsterer
16.03
11030 - General Services and Support Occupations
11030 - Cleaner, Vehicles
8.43
11060 - Elevator Operator
8.36

11090 - Gardener
10.19
11121 - House Keeping Aid I
7.41
11122 - House Keeping Aid II
9.50
11150 - Janitor
8.96
11210 - Laborer, Grounds Maintenance
9.52
11240 - Maid or Houseman
7.41
11270 - Pest Controller
10.57
11300 - Refuse Collector
10.02
11330 - Tractor Operator
9.71
11360 - Window Cleaner
9.50
12000 - Health Occupations
12020 - Dental Assistant
11.11
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
13.79
12071 - Licensed Practical Nurse I
10.98
12072 - Licensed Practical Nurse II
12.32
12073 - Licensed Practical Nurse III
13.78
12100 - Medical Assistant
10.39
12130 - Medical Laboratory Technician
12.14
12160 - Medical Record Clerk
11.99
12190 - Medical Record Technician
13.15
12221 - Nursing Assistant I
7.67
12222 - Nursing Assistant II
8.63
12223 - Nursing Assistant III
9.42
12224 - Nursing Assistant IV
10.56
12250 - Pharmacy Technician
11.84
12280 - Phlebotomist
11.71
12311 - Registered Nurse I
19.72
12312 - Registered Nurse II
23.42
12313 - Registered Nurse II, Specialist
23.42

12314 - Registered Nurse III
28.34
12315 - Registered Nurse III, Anesthetist
28.34
12316 - Registered Nurse IV
33.96
13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
14.23
13011 - Exhibits Specialist I
15.81
13012 - Exhibits Specialist II
19.21
13013 - Exhibits Specialist III
21.33
13041 - Illustrator I
17.63
13042 - Illustrator II
21.42
13043 - Illustrator III
23.78
13047 - Librarian
21.20
13050 - Library Technician
12.60
13071 - Photographer I
11.73
13072 - Photographer II
15.55
13073 - Photographer III
18.89
13074 - Photographer IV
20.98
13075 - Photographer V
25.39
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations
15010 - Assembler
6.95
15030 - Counter Attendant
6.95
15040 - Dry Cleaner
8.75
15070 - Finisher, Flatwork, Machine
6.95
15090 - Presser, Hand
6.95
15100 - Presser, Machine, Drycleaning
6.95
15130 - Presser, Machine, Shirts
6.95
15160 - Presser, Machine, Wearing Apparel, Laundry
6.95
15190 - Sewing Machine Operator
9.35
15220 - Tailor
9.91

15250 - Washer, Machine
7.51
19000 - Machine Tool Operation and Repair Occupations
19010 - Machine-Tool Operator (Toolroom)
18.33
19040 - Tool and Die Maker
20.31
21000 - Material Handling and Packing Occupations
21010 - Fuel Distribution System Operator
15.62
21020 - Material Coordinator
17.78
21030 - Material Expediter
17.78
21040 - Material Handling Laborer
9.75
21050 - Order Filler
9.89
21071 - Forklift Operator
13.56
21080 - Production Line Worker (Food Processing)
13.08
21100 - Shipping/Receiving Clerk
11.02
21130 - Shipping Packer
12.10
21140 - Store Worker I
9.87
21150 - Stock Clerk (Shelf Stocker; Store Worker II)
12.41
21210 - Tools and Parts Attendant
14.93
21400 - Warehouse Specialist
14.36
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
20.53
23040 - Aircraft Mechanic Helper
15.13
23050 - Aircraft Quality Control Inspector
21.44
23060 - Aircraft Servicer
16.87
23070 - Aircraft Worker
17.74
23100 - Appliance Mechanic
17.63
23120 - Bicycle Repairer
13.37
23125 - Cable Splicer
20.32
23130 - Carpenter, Maintenance
16.03
23140 - Carpet Layer
17.61
23160 - Electrician, Maintenance
18.96

23181 - Electronics Technician, Maintenance I
16.46
23182 - Electronics Technician, Maintenance II
16.84
23183 - Electronics Technician, Maintenance III
18.04
23260 - Fabric Worker
14.56
23290 - Fire Alarm System Mechanic
16.79
23310 - Fire Extinguisher Repairer
13.84
23340 - Fuel Distribution System Mechanic
18.95
23370 - General Maintenance Worker
15.31
23400 - Heating, Refrigeration and Air Conditioning Mechanic
16.79
23430 - Heavy Equipment Mechanic
16.79
23440 - Heavy Equipment Operator
16.79
23460 - Instrument Mechanic
16.79
23470 - Laborer
10.02
23500 - Locksmith
18.17
23530 - Machinery Maintenance Mechanic
18.43
23550 - Machinist, Maintenance
16.79
23580 - Maintenance Trades Helper
13.05
23640 - Millwright
20.58
23700 - Office Appliance Repairer
16.03
23740 - Painter, Aircraft
18.24
23760 - Painter, Maintenance
16.03
23790 - Pipefitter, Maintenance
17.37
23800 - Plumber, Maintenance
16.58
23820 - Pneudraulic Systems Mechanic
16.79
23850 - Rigger
16.79
23870 - Scale Mechanic
15.31
23890 - Sheet-Metal Worker, Maintenance
16.79
23910 - Small Engine Mechanic
15.31

23930 - Telecommunication Mechanic I
16.79
23931 - Telecommunication Mechanic II
20.16
23950 - Telephone Lineman
16.79
23960 - Welder, Combination, Maintenance
16.79
23965 - Well Driller
16.79
23970 - Woodcraft Worker
16.79
23980 - Woodworker
13.84
24000 - Personal Needs Occupations
24570 - Child Care Attendant
7.15
24580 - Child Care Center Clerk
11.06
24600 - Chore Aid
6.58
24630 - Homemaker
10.63
25000 - Plant and System Operation Occupations
25010 - Boiler Tender
17.76
25040 - Sewage Plant Operator
17.81
25070 - Stationary Engineer
17.76
25190 - Ventilation Equipment Tender
13.05
25210 - Water Treatment Plant Operator
17.81
27000 - Protective Service Occupations
(not set) - Police Officer
17.47
27004 - Alarm Monitor
11.95
27006 - Corrections Officer
13.55
27010 - Court Security Officer
14.51
27040 - Detention Officer
13.55
27070 - Firefighter
13.99
27101 - Guard I
8.94
27102 - Guard II
10.70
28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
15.07
28020 - Hatch Tender
15.07

28030 - Line Handler
15.07
28040 - Stevedore I
15.44
28050 - Stevedore II
16.96
29000 - Technical Occupations
21150 - Graphic Artist
18.24
29010 - Air Traffic Control Specialist, Center (2)
29.10
29011 - Air Traffic Control Specialist, Station (2)
20.07
29012 - Air Traffic Control Specialist, Terminal (2)
22.09
29023 - Archeological Technician I
13.01
29024 - Archeological Technician II
14.63
29025 - Archeological Technician III
18.07
29030 - Cartographic Technician
19.12
29035 - Computer Based Training (CBT) Specialist/ Instructor
25.38
29040 - Civil Engineering Technician
18.89
29061 - Drafter I
11.46
29062 - Drafter II
12.90
29063 - Drafter III
16.21
29064 - Drafter IV
19.70
29081 - Engineering Technician I
15.58
29082 - Engineering Technician II
16.67
29083 - Engineering Technician III
20.54
29084 - Engineering Technician IV
24.87
29085 - Engineering Technician V
29.05
29086 - Engineering Technician VI
35.89
29090 - Environmental Technician
16.43
29100 - Flight Simulator/Instructor (Pilot)
27.62
29160 - Instructor
19.90
29210 - Laboratory Technician
14.86
29240 - Mathematical Technician
19.70

29361 - Paralegal/Legal Assistant I
12.85
29362 - Paralegal/Legal Assistant II
15.60
29363 - Paralegal/Legal Assistant III
19.09
29364 - Paralegal/Legal Assistant IV
23.09
29390 - Photooptics Technician
19.70
29480 - Technical Writer
20.56
29491 - Unexploded Ordnance (UXO) Technician I
18.49
29492 - Unexploded Ordnance (UXO) Technician II
22.37
29493 - Unexploded Ordnance (UXO) Technician III
26.81
29494 - Unexploded (UXO) Safety Escort
18.49
29495 - Unexploded (UXO) Sweep Personnel
18.49
29620 - Weather Observer, Senior (3)
18.44
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
17.04
29622 - Weather Observer, Upper Air (3)
17.04
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver
10.39
31260 - Parking and Lot Attendant
7.51
31290 - Shuttle Bus Driver
10.10
31300 - Taxi Driver
10.29
31361 - Truckdriver, Light Truck
10.10
31362 - Truckdriver, Medium Truck
11.06
31363 - Truckdriver, Heavy Truck
14.64
31364 - Truckdriver, Tractor-Trailer
14.64
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
7.99
99030 - Cashier
7.67
99041 - Carnival Equipment Operator
10.00
99042 - Carnival Equipment Repairer
10.49
99043 - Carnival Worker
7.12

99050 - Desk Clerk
 8.10
 99095 - Embalmer
 17.93
 99300 - Lifeguard
 8.88
 99310 - Mortician
 21.33
 99350 - Park Attendant (Aide)
 11.14
 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
 8.22
 99500 - Recreation Specialist
 13.50
 99510 - Recycling Worker
 12.27
 99610 - Sales Clerk
 8.88
 99620 - School Crossing Guard (Crosswalk Attendant)
 9.62
 99630 - Sport Official
 7.72
 99658 - Survey Party Chief (Chief of Party)
 13.67
 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
 12.43
 99660 - Surveying Aide
 8.54
 99690 - Swimming Pool Operator
 10.63
 99720 - Vending Machine Attendant
 10.43
 99730 - Vending Machine Repairer
 12.22
 99740 - Vending Machine Repairer Helper
 10.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:
 HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.
 Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.
 VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:
The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION

**

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as

amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

publication may be obtained from the Superintendent of Documents, at 202-783-3238,

or by writing to the Superintendent of Documents, U.S. Government Printing Office,

Washington, D.C. 20402. Copies of specific job descriptions may also be obtained

from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

{Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title), a Federal grade equivalency (FGE) for each

proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

&&&&&&&&&

WAGE DETERMINATION NO: 94-2057 REV (32) AREA: CA,SAN DIEGO

WAGE DETERMINATION NO: 94-2057 REV (32) AREA: CA,SAN **DIEGO** REGISTER OF
WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH
DOL***

| WASHINGTON D.C. 20210

2057

William W.Gross

Director

06/05/2003

Division of
Wage Determinations

Wage Determination No.: 1994-

Revision No.: 32

Date Of Last Revision:

State: California

Area: California Counties of Imperial, **San
Diego**

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

MINIMUM

WAGE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I

10.92

01012 - Accounting Clerk II

11.91

01013 - Accounting Clerk III

13.91

01014 - Accounting Clerk IV

17.29

01030 - Court Reporter

15.77

01050 - Dispatcher, Motor Vehicle

15.77

01060 - Document Preparation Clerk

11.70

01070 - Messenger (Courier)

10.86

01090 - Duplicating Machine Operator

11.70

01110 - Film/Tape Librarian

13.40

01115 - General Clerk I

8.32

01116 - General Clerk II

9.34

01117 - General Clerk III

11.70

01118 - General Clerk IV

13.40

01120 - Housing Referral Assistant

18.99

01131 - Key Entry Operator I

10.96

01132 - Key Entry Operator II

12.43

01191 - Order Clerk I

11.38

01192 - Order Clerk II

14.19

01261 - Personnel Assistant (Employment) I
13.39
01262 - Personnel Assistant (Employment) II
15.60
01263 - Personnel Assistant (Employment) III
18.79
01264 - Personnel Assistant (Employment) IV
21.98
01270 - Production Control Clerk
16.88
01290 - Rental Clerk
13.10
01300 - Scheduler, Maintenance
13.40
01311 - Secretary I
13.40
01312 - Secretary II
15.77
01313 - Secretary III
18.99
01314 - Secretary IV
21.47
01315 - Secretary V
25.37
01320 - Service Order Dispatcher
14.48
01341 - Stenographer I
11.70
01342 - Stenographer II
13.40
01400 - Supply Technician
21.47
01420 - Survey Worker (Interviewer)
15.77
01460 - Switchboard Operator-Receptionist
11.79
01510 - Test Examiner
15.77
01520 - Test Proctor
15.77
01531 - Travel Clerk I
10.45
01532 - Travel Clerk II
11.43
01533 - Travel Clerk III
12.54
01611 - Word Processor I
12.67
01612 - Word Processor II
15.57
01613 - Word Processor III
18.97
03000 - Automatic Data Processing Occupations
03010 - Computer Data Librarian
12.17
03041 - Computer Operator I
13.40

03042 - Computer Operator II
15.52
03043 - Computer Operator III
17.36
03044 - Computer Operator IV
20.39
03045 - Computer Operator V
22.57
03071 - Computer Programmer I (1)
19.68
03072 - Computer Programmer II (1)
24.39
03073 - Computer Programmer III (1)
27.62
03074 - Computer Programmer IV (1)
27.62
03101 - Computer Systems Analyst I (1)
27.62
03102 - Computer Systems Analyst II (1)
27.62
03103 - Computer Systems Analyst III (1)
27.62
03160 - Peripheral Equipment Operator
13.78
05000 - Automotive Service Occupations
05005 - Automotive Body Repairer, Fiberglass
20.03
05010 - Automotive Glass Installer
17.45
05040 - Automotive Worker
17.45
05070 - Electrician, Automotive
18.13
05100 - Mobile Equipment Servicer
16.06
05130 - Motor Equipment Metal Mechanic
18.76
05160 - Motor Equipment Metal Worker
17.45
05190 - Motor Vehicle Mechanic
18.43
05220 - Motor Vehicle Mechanic Helper
15.06
05250 - Motor Vehicle Upholstery Worker
16.81
05280 - Motor Vehicle Wrecker
17.45
05310 - Painter, Automotive
18.46
05340 - Radiator Repair Specialist
17.45
05370 - Tire Repairer
15.52
05400 - Transmission Repair Specialist
18.76
07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker
8.28
07010 - Baker
12.00
07041 - Cook I
11.04
07042 - Cook II
12.00
07070 - Dishwasher
8.28
07130 - Meat Cutter
14.30
07250 - Waiter/Waitress
8.96
09000 - Furniture Maintenance and Repair Occupations
09010 - Electrostatic Spray Painter
18.13
09040 - Furniture Handler
13.02
09070 - Furniture Refinisher
18.13
09100 - Furniture Refinisher Helper
15.06
09110 - Furniture Repairer, Minor
16.81
09130 - Upholsterer
18.13
11030 - General Services and Support Occupations
11030 - Cleaner, Vehicles
9.77
11060 - Elevator Operator
9.11
11090 - Gardener
12.14
11121 - House Keeping Aid I
8.36
11122 - House Keeping Aid II
9.23
11150 - Janitor
9.22
11210 - Laborer, Grounds Maintenance
10.85
11240 - Maid or Houseman
8.36
11270 - Pest Controller
11.56
11300 - Refuse Collector
10.47
11330 - Tractor Operator
11.40
11360 - Window Cleaner
10.69
12000 - Health Occupations
12020 - Dental Assistant
16.07
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
13.50

12071 - Licensed Practical Nurse I
12.34
12072 - Licensed Practical Nurse II
13.84
12073 - Licensed Practical Nurse III
15.52
12100 - Medical Assistant
11.80
12130 - Medical Laboratory Technician
15.04
12160 - Medical Record Clerk
13.89
12190 - Medical Record Technician
14.58
12221 - Nursing Assistant I
7.83
12222 - Nursing Assistant II
8.86
12223 - Nursing Assistant III
9.60
12224 - Nursing Assistant IV
10.80
12250 - Pharmacy Technician
14.53
12280 - Phlebotomist
14.34
12311 - Registered Nurse I
23.22
12312 - Registered Nurse II
27.35
12313 - Registered Nurse II, Specialist
27.35
12314 - Registered Nurse III
32.49
12315 - Registered Nurse III, Anesthetist
32.49
12316 - Registered Nurse IV
38.94
13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
19.52
13011 - Exhibits Specialist I
16.76
13012 - Exhibits Specialist II
19.53
13013 - Exhibits Specialist III
23.89
13041 - Illustrator I
17.97
13042 - Illustrator II
20.93
13043 - Illustrator III
25.61
13047 - Librarian
25.37
13050 - Library Technician
13.58

13071 - Photographer I
13.02
13072 - Photographer II
16.76
13073 - Photographer III
19.53
13074 - Photographer IV
23.89
13075 - Photographer V
28.91
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations
15010 - Assembler
7.97
15030 - Counter Attendant
7.97
15040 - Dry Cleaner
9.93
15070 - Finisher, Flatwork, Machine
7.97
15090 - Presser, Hand
7.97
15100 - Presser, Machine, Drycleaning
7.97
15130 - Presser, Machine, Shirts
7.97
15160 - Presser, Machine, Wearing Apparel, Laundry
7.97
15190 - Sewing Machine Operator
10.57
15220 - Tailor
11.20
15250 - Washer, Machine
8.65
19000 - Machine Tool Operation and Repair Occupations
19010 - Machine-Tool Operator (Toolroom)
18.13
19040 - Tool and Die Maker
22.25
21000 - Material Handling and Packing Occupations
21010 - Fuel Distribution System Operator
19.17
21020 - Material Coordinator
15.51
21030 - Material Expediter
15.51
21040 - Material Handling Laborer
9.82
21050 - Order Filler
10.93
21071 - Forklift Operator
13.93
21080 - Production Line Worker (Food Processing)
13.93
21100 - Shipping/Receiving Clerk
11.60
21130 - Shipping Packer
12.96

21140 - Store Worker I
9.76
21150 - Stock Clerk (Shelf Stocker; Store Worker II)
12.85
21210 - Tools and Parts Attendant
12.95
21400 - Warehouse Specialist
13.93
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
20.78
23040 - Aircraft Mechanic Helper
15.36
23050 - Aircraft Quality Control Inspector
21.67
23060 - Aircraft Servicer
17.14
23070 - Aircraft Worker
17.79
23100 - Appliance Mechanic
18.13
23120 - Bicycle Repairer
15.52
23125 - Cable Splicer
21.57
23130 - Carpenter, Maintenance
18.13
23140 - Carpet Layer
17.45
23160 - Electrician, Maintenance
20.26
23181 - Electronics Technician, Maintenance I
14.23
23182 - Electronics Technician, Maintenance II
20.68
23183 - Electronics Technician, Maintenance III
24.77
23260 - Fabric Worker
16.81
23290 - Fire Alarm System Mechanic
18.76
23310 - Fire Extinguisher Repairer
16.12
23340 - Fuel Distribution System Mechanic
22.39
23370 - General Maintenance Worker
17.45
23400 - Heating, Refrigeration and Air Conditioning Mechanic
18.76
23430 - Heavy Equipment Mechanic
20.37
23440 - Heavy Equipment Operator
24.65
23460 - Instrument Mechanic
20.14
23470 - Laborer
10.95

23500 - Locksmith
18.13
23530 - Machinery Maintenance Mechanic
22.42
23550 - Machinist, Maintenance
18.96
23580 - Maintenance Trades Helper
15.06
23640 - Millwright
23.50
23700 - Office Appliance Repairer
19.34
23740 - Painter, Aircraft
18.46
23760 - Painter, Maintenance
18.13
23790 - Pipefitter, Maintenance
19.55
23800 - Plumber, Maintenance
18.89
23820 - Pneudraulic Systems Mechanic
20.14
23850 - Rigger
18.76
23870 - Scale Mechanic
18.33
23890 - Sheet-Metal Worker, Maintenance
18.76
23910 - Small Engine Mechanic
17.45
23930 - Telecommunication Mechanic I
19.76
23931 - Telecommunication Mechanic II
22.91
23950 - Telephone Lineman
19.76
23960 - Welder, Combination, Maintenance
18.76
23965 - Well Driller
19.74
23970 - Woodcraft Worker
20.14
23980 - Woodworker
16.06
24000 - Personal Needs Occupations
24570 - Child Care Attendant
9.60
24580 - Child Care Center Clerk
13.39
24600 - Chore Aid
9.19
24630 - Homemaker
16.79
25000 - Plant and System Operation Occupations
25010 - Boiler Tender
22.70

25040 - Sewage Plant Operator
23.28
25070 - Stationary Engineer
22.75
25190 - Ventilation Equipment Tender
16.57
25210 - Water Treatment Plant Operator
23.28
27000 - Protective Service Occupations
(not set) - Police Officer
25.70
27004 - Alarm Monitor
19.44
27006 - Corrections Officer
20.59
27010 - Court Security Officer
22.34
27040 - Detention Officer
22.34
27070 - Firefighter
20.71
27101 - Guard I
9.13
27102 - Guard II
17.44
28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
16.80
28020 - Hatch Tender
16.13
28030 - Line Handler
16.13
28040 - Stevedore I
16.24
28050 - Stevedore II
18.17
29000 - Technical Occupations
21150 - Graphic Artist
20.28
29010 - Air Traffic Control Specialist, Center (2)
30.18
29011 - Air Traffic Control Specialist, Station (2)
20.82
29012 - Air Traffic Control Specialist, Terminal (2)
22.93
29023 - Archeological Technician I
17.17
29024 - Archeological Technician II
19.21
29025 - Archeological Technician III
23.80
29030 - Cartographic Technician
22.77
29035 - Computer Based Training (CBT) Specialist/ Instructor
26.13
29040 - Civil Engineering Technician
22.87

29061 - Drafter I
13.34
29062 - Drafter II
14.98
29063 - Drafter III
19.27
29064 - Drafter IV
22.46
29081 - Engineering Technician I
14.99
29082 - Engineering Technician II
16.83
29083 - Engineering Technician III
20.26
29084 - Engineering Technician IV
24.68
29085 - Engineering Technician V
30.06
29086 - Engineering Technician VI
36.39
29090 - Environmental Technician
18.18
29100 - Flight Simulator/Instructor (Pilot)
30.38
29160 - Instructor
23.75
29210 - Laboratory Technician
18.27
29240 - Mathematical Technician
23.52
29361 - Paralegal/Legal Assistant I
17.86
29362 - Paralegal/Legal Assistant II
22.39
29363 - Paralegal/Legal Assistant III
27.39
29364 - Paralegal/Legal Assistant IV
33.13
29390 - Photooptics Technician
21.92
29480 - Technical Writer
25.76
29491 - Unexploded Ordnance (UXO) Technician I
19.18
29492 - Unexploded Ordnance (UXO) Technician II
23.21
29493 - Unexploded Ordnance (UXO) Technician III
27.82
29494 - Unexploded (UXO) Safety Escort
19.18
29495 - Unexploded (UXO) Sweep Personnel
19.18
29620 - Weather Observer, Senior (3)
19.32
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
17.40

29622 - Weather Observer, Upper Air (3)
17.40
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver
13.49
31260 - Parking and Lot Attendant
8.08
31290 - Shuttle Bus Driver
11.47
31300 - Taxi Driver
9.30
31361 - Truckdriver, Light Truck
11.33
31362 - Truckdriver, Medium Truck
14.89
31363 - Truckdriver, Heavy Truck
15.83
31364 - Truckdriver, Tractor-Trailer
15.83
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
9.66
99030 - Cashier
10.94
99041 - Carnival Equipment Operator
11.56
99042 - Carnival Equipment Repairer
12.32
99043 - Carnival Worker
8.28
99050 - Desk Clerk
10.06
99095 - Embalmer
19.62
99300 - Lifeguard
10.08
99310 - Mortician
19.62
99350 - Park Attendant (Aide)
12.66
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
11.63
99500 - Recreation Specialist
13.95
99510 - Recycling Worker
13.15
99610 - Sales Clerk
10.92
99620 - School Crossing Guard (Crosswalk Attendant)
8.28
99630 - Sport Official
10.08
99658 - Survey Party Chief (Chief of Party)
21.91
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
19.92

99660 - Surveying Aide
14.31
99690 - Swimming Pool Operator
12.70
99720 - Vending Machine Attendant
11.97
99730 - Vending Machine Repairer
13.85
99740 - Vending Machine Repairer Helper
11.56

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or

successor, wherever employed, and with the predecessor contractors in the

performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther

King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A

contractor may substitute for any of the named holidays another day off with pay in

accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:

An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.

at the rate of basic pay plus a night pay differential amounting to 10 percent of

the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a

regular tour of duty, you will earn a night differential and receive an additional

10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time

employed (40 hours a week) and Sunday is part of your regularly scheduled workweek,

you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION

**

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as

amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

publication may be obtained from the Superintendent of Documents, at 202-783-3238,

or by writing to the Superintendent of Documents, U.S. Government Printing Office,

Washington, D.C. 20402. Copies of specific job descriptions may also be obtained

from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

{Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
 - 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
 - 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
 - 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
 - 5) The contracting officer transmits the Wage and Hour decision to the contractor.
 - 6) The contractor informs the affected employees.
- Information required by the Regulations must be submitted on SF 1444 or bond paper.
- When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.
&&&&&&&&

WAGE DETERMINATION NO: 94-2058 REV (28) AREA: CA,SAN DIEGO

WAGE DETERMINATION NO: 94-2058 REV (28) AREA: CA,SAN **DIEGO** REGISTER OF
WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH
DOL***

		WASHINGTON D.C.	20210
		Wage Determination No.:	1994-
2058			
William W.Gross	Division of		Revision No.: 28
Director	Wage Determinations		Date Of Last Revision:
06/05/2003			

State: California
Area: California Counties of Imperial, **San Diego**

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM
WAGE RATE	
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	
10.92	
01012 - Accounting Clerk II	
11.91	
01013 - Accounting Clerk III	
13.91	
01014 - Accounting Clerk IV	
17.29	
01030 - Court Reporter	
15.77	
01050 - Dispatcher, Motor Vehicle	
15.77	
01060 - Document Preparation Clerk	
11.70	

01070 - Messenger (Courier)
10.86
01090 - Duplicating Machine Operator
11.70
01110 - Film/Tape Librarian
13.40
01115 - General Clerk I
8.32
01116 - General Clerk II
9.34
01117 - General Clerk III
11.70
01118 - General Clerk IV
13.40
01120 - Housing Referral Assistant
18.99
01131 - Key Entry Operator I
10.96
01132 - Key Entry Operator II
12.43
01191 - Order Clerk I
11.38
01192 - Order Clerk II
14.19
01261 - Personnel Assistant (Employment) I
13.39
01262 - Personnel Assistant (Employment) II
15.60
01263 - Personnel Assistant (Employment) III
18.79
01264 - Personnel Assistant (Employment) IV
21.98
01270 - Production Control Clerk
16.88
01290 - Rental Clerk
13.10
01300 - Scheduler, Maintenance
13.40
01311 - Secretary I
13.40
01312 - Secretary II
15.77
01313 - Secretary III
18.99
01314 - Secretary IV
21.47
01315 - Secretary V
25.37
01320 - Service Order Dispatcher
14.48
01341 - Stenographer I
11.70
01342 - Stenographer II
13.40
01400 - Supply Technician
21.47

01420 - Survey Worker (Interviewer)
15.77
01460 - Switchboard Operator-Receptionist
11.79
01510 - Test Examiner
15.77
01520 - Test Proctor
15.77
01531 - Travel Clerk I
10.45
01532 - Travel Clerk II
11.43
01533 - Travel Clerk III
12.54
01611 - Word Processor I
12.67
01612 - Word Processor II
15.57
01613 - Word Processor III
18.97
03000 - Automatic Data Processing Occupations
03010 - Computer Data Librarian
12.17
03041 - Computer Operator I
13.40
03042 - Computer Operator II
15.52
03043 - Computer Operator III
17.36
03044 - Computer Operator IV
20.39
03045 - Computer Operator V
22.57
03071 - Computer Programmer I (1)
19.68
03072 - Computer Programmer II (1)
24.39
03073 - Computer Programmer III (1)
27.62
03074 - Computer Programmer IV (1)
27.62
03101 - Computer Systems Analyst I (1)
27.62
03102 - Computer Systems Analyst II (1)
27.62
03103 - Computer Systems Analyst III (1)
27.62
03160 - Peripheral Equipment Operator
13.78
05000 - Automotive Service Occupations
05005 - Automotive Body Repairer, Fiberglass
20.03
05010 - Automotive Glass Installer
17.45
05040 - Automotive Worker
17.45

05070 - Electrician, Automotive
18.13
05100 - Mobile Equipment Servicer
16.06
05130 - Motor Equipment Metal Mechanic
18.76
05160 - Motor Equipment Metal Worker
17.45
05190 - Motor Vehicle Mechanic
18.43
05220 - Motor Vehicle Mechanic Helper
15.06
05250 - Motor Vehicle Upholstery Worker
16.81
05280 - Motor Vehicle Wrecker
17.45
05310 - Painter, Automotive
18.46
05340 - Radiator Repair Specialist
17.45
05370 - Tire Repairer
15.52
05400 - Transmission Repair Specialist
18.76
07000 - Food Preparation and Service Occupations
(not set) - Food Service Worker
8.28
07010 - Baker
12.00
07041 - Cook I
11.04
07042 - Cook II
12.00
07070 - Dishwasher
8.28
07130 - Meat Cutter
14.30
07250 - Waiter/Waitress
8.96
09000 - Furniture Maintenance and Repair Occupations
09010 - Electrostatic Spray Painter
18.13
09040 - Furniture Handler
13.02
09070 - Furniture Refinisher
18.13
09100 - Furniture Refinisher Helper
15.06
09110 - Furniture Repairer, Minor
16.81
09130 - Upholsterer
18.13
11030 - General Services and Support Occupations
11030 - Cleaner, Vehicles
9.77
11060 - Elevator Operator
9.11

11090 - Gardener
12.14
11121 - House Keeping Aid I
8.36
11122 - House Keeping Aid II
9.23
11150 - Janitor
9.22
11210 - Laborer, Grounds Maintenance
10.85
11240 - Maid or Houseman
8.36
11270 - Pest Controller
11.56
11300 - Refuse Collector
10.47
11330 - Tractor Operator
11.40
11360 - Window Cleaner
10.69
12000 - Health Occupations
12020 - Dental Assistant
16.07
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
13.50
12071 - Licensed Practical Nurse I
12.34
12072 - Licensed Practical Nurse II
13.84
12073 - Licensed Practical Nurse III
15.52
12100 - Medical Assistant
11.80
12130 - Medical Laboratory Technician
15.04
12160 - Medical Record Clerk
13.89
12190 - Medical Record Technician
14.58
12221 - Nursing Assistant I
7.83
12222 - Nursing Assistant II
8.86
12223 - Nursing Assistant III
9.60
12224 - Nursing Assistant IV
10.80
12250 - Pharmacy Technician
14.53
12280 - Phlebotomist
14.34
12311 - Registered Nurse I
23.22
12312 - Registered Nurse II
27.35
12313 - Registered Nurse II, Specialist
27.35

12314 - Registered Nurse III
32.49
12315 - Registered Nurse III, Anesthetist
32.49
12316 - Registered Nurse IV
38.94
13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
19.52
13011 - Exhibits Specialist I
16.76
13012 - Exhibits Specialist II
19.53
13013 - Exhibits Specialist III
23.89
13041 - Illustrator I
17.97
13042 - Illustrator II
20.93
13043 - Illustrator III
25.61
13047 - Librarian
25.37
13050 - Library Technician
13.58
13071 - Photographer I
13.02
13072 - Photographer II
16.76
13073 - Photographer III
19.53
13074 - Photographer IV
23.89
13075 - Photographer V
28.91
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations
15010 - Assembler
7.97
15030 - Counter Attendant
7.97
15040 - Dry Cleaner
9.93
15070 - Finisher, Flatwork, Machine
7.97
15090 - Presser, Hand
7.97
15100 - Presser, Machine, Drycleaning
7.97
15130 - Presser, Machine, Shirts
7.97
15160 - Presser, Machine, Wearing Apparel, Laundry
7.97
15190 - Sewing Machine Operator
10.57
15220 - Tailor
11.20

15250 - Washer, Machine
8.65
19000 - Machine Tool Operation and Repair Occupations
19010 - Machine-Tool Operator (Toolroom)
18.13
19040 - Tool and Die Maker
22.25
21000 - Material Handling and Packing Occupations
21010 - Fuel Distribution System Operator
19.17
21020 - Material Coordinator
15.51
21030 - Material Expediter
15.51
21040 - Material Handling Laborer
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21050 - Order Filler
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21071 - Forklift Operator
13.93
21080 - Production Line Worker (Food Processing)
13.93
21100 - Shipping/Receiving Clerk
11.60
21130 - Shipping Packer
12.96
21140 - Store Worker I
9.76
21150 - Stock Clerk (Shelf Stocker; Store Worker II)
12.85
21210 - Tools and Parts Attendant
12.95
21400 - Warehouse Specialist
13.93
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
20.78
23040 - Aircraft Mechanic Helper
15.36
23050 - Aircraft Quality Control Inspector
21.67
23060 - Aircraft Servicer
17.14
23070 - Aircraft Worker
17.79
23100 - Appliance Mechanic
18.13
23120 - Bicycle Repairer
15.52
23125 - Cable Splicer
21.57
23130 - Carpenter, Maintenance
18.13
23140 - Carpet Layer
17.45
23160 - Electrician, Maintenance
20.26

23181 - Electronics Technician, Maintenance I
14.23
23182 - Electronics Technician, Maintenance II
20.68
23183 - Electronics Technician, Maintenance III
24.77
23260 - Fabric Worker
16.81
23290 - Fire Alarm System Mechanic
18.76
23310 - Fire Extinguisher Repairer
16.12
23340 - Fuel Distribution System Mechanic
22.39
23370 - General Maintenance Worker
17.45
23400 - Heating, Refrigeration and Air Conditioning Mechanic
18.76
23430 - Heavy Equipment Mechanic
20.37
23440 - Heavy Equipment Operator
24.65
23460 - Instrument Mechanic
20.14
23470 - Laborer
10.95
23500 - Locksmith
18.13
23530 - Machinery Maintenance Mechanic
22.42
23550 - Machinist, Maintenance
18.96
23580 - Maintenance Trades Helper
15.06
23640 - Millwright
23.50
23700 - Office Appliance Repairer
19.34
23740 - Painter, Aircraft
18.46
23760 - Painter, Maintenance
18.13
23790 - Pipefitter, Maintenance
19.55
23800 - Plumber, Maintenance
18.89
23820 - Pneudraulic Systems Mechanic
20.14
23850 - Rigger
18.76
23870 - Scale Mechanic
18.33
23890 - Sheet-Metal Worker, Maintenance
18.76
23910 - Small Engine Mechanic
17.45

23930 - Telecommunication Mechanic I
19.76
23931 - Telecommunication Mechanic II
22.91
23950 - Telephone Lineman
19.76
23960 - Welder, Combination, Maintenance
18.76
23965 - Well Driller
19.74
23970 - Woodcraft Worker
20.14
23980 - Woodworker
16.06
24000 - Personal Needs Occupations
24570 - Child Care Attendant
9.60
24580 - Child Care Center Clerk
13.39
24600 - Chore Aid
9.19
24630 - Homemaker
16.79
25000 - Plant and System Operation Occupations
25010 - Boiler Tender
22.70
25040 - Sewage Plant Operator
23.28
25070 - Stationary Engineer
22.75
25190 - Ventilation Equipment Tender
16.57
25210 - Water Treatment Plant Operator
23.28
27000 - Protective Service Occupations
(not set) - Police Officer
25.70
27004 - Alarm Monitor
19.44
27006 - Corrections Officer
20.59
27010 - Court Security Officer
22.34
27040 - Detention Officer
22.34
27070 - Firefighter
20.71
27101 - Guard I
9.13
27102 - Guard II
17.44
28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
16.80
28020 - Hatch Tender
16.13

28030 - Line Handler
16.13
28040 - Stevedore I
16.24
28050 - Stevedore II
18.17
29000 - Technical Occupations
21150 - Graphic Artist
20.28
29010 - Air Traffic Control Specialist, Center (2)
30.18
29011 - Air Traffic Control Specialist, Station (2)
20.82
29012 - Air Traffic Control Specialist, Terminal (2)
22.93
29023 - Archeological Technician I
17.17
29024 - Archeological Technician II
19.21
29025 - Archeological Technician III
23.80
29030 - Cartographic Technician
22.77
29035 - Computer Based Training (CBT) Specialist/ Instructor
26.13
29040 - Civil Engineering Technician
22.87
29061 - Drafter I
13.34
29062 - Drafter II
14.98
29063 - Drafter III
19.27
29064 - Drafter IV
22.46
29081 - Engineering Technician I
14.99
29082 - Engineering Technician II
16.83
29083 - Engineering Technician III
20.26
29084 - Engineering Technician IV
24.68
29085 - Engineering Technician V
30.06
29086 - Engineering Technician VI
36.39
29090 - Environmental Technician
18.18
29100 - Flight Simulator/Instructor (Pilot)
30.38
29160 - Instructor
23.75
29210 - Laboratory Technician
18.27
29240 - Mathematical Technician
23.52

29361 - Paralegal/Legal Assistant I
17.86
29362 - Paralegal/Legal Assistant II
22.39
29363 - Paralegal/Legal Assistant III
27.39
29364 - Paralegal/Legal Assistant IV
33.13
29390 - Photooptics Technician
21.92
29480 - Technical Writer
25.76
29491 - Unexploded Ordnance (UXO) Technician I
19.18
29492 - Unexploded Ordnance (UXO) Technician II
23.21
29493 - Unexploded Ordnance (UXO) Technician III
27.82
29494 - Unexploded (UXO) Safety Escort
19.18
29495 - Unexploded (UXO) Sweep Personnel
19.18
29620 - Weather Observer, Senior (3)
19.32
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
17.40
29622 - Weather Observer, Upper Air (3)
17.40
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver
13.49
31260 - Parking and Lot Attendant
8.08
31290 - Shuttle Bus Driver
11.47
31300 - Taxi Driver
9.30
31361 - Truckdriver, Light Truck
11.33
31362 - Truckdriver, Medium Truck
14.89
31363 - Truckdriver, Heavy Truck
15.83
31364 - Truckdriver, Tractor-Trailer
15.83
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
9.66
99030 - Cashier
10.94
99041 - Carnival Equipment Operator
11.56
99042 - Carnival Equipment Repairer
12.32
99043 - Carnival Worker
8.28

99050 - Desk Clerk
10.06
99095 - Embalmer
19.62
99300 - Lifeguard
10.08
99310 - Mortician
19.62
99350 - Park Attendant (Aide)
12.66
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
11.63
99500 - Recreation Specialist
13.95
99510 - Recycling Worker
13.15
99610 - Sales Clerk
10.92
99620 - School Crossing Guard (Crosswalk Attendant)
8.28
99630 - Sport Official
10.08
99658 - Survey Party Chief (Chief of Party)
21.91
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
19.92
99660 - Surveying Aide
14.31
99690 - Swimming Pool Operator
12.70
99720 - Vending Machine Attendant
11.97
99730 - Vending Machine Repairer
13.85
99740 - Vending Machine Repairer Helper
11.56

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:
HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month
VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)
HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A

contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:

An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional

10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time

employed (40 hours a week) and Sunday is part of your regularly scheduled workweek,

you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic

rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or

in close proximity to ordnance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or

explosives. Demilitarization, modification, renovation, demolition, and maintenance

operations on sensitive ordnance, explosives and incendiary materials. All

operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to

ordnance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION**

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained

from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

{Standard Form
1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title), a Federal grade equivalency (FGE) for each

proposed classification), job description), and rationale for proposed wage

rate), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of

Occupations" (the Directory) should be used to compare job definitions to insure

that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

&&&&&&&&&

WAGE DETERMINATION NO: 94-2393 REV (25) AREA: NC,FAYETTEVILLE

WAGE DETERMINATION NO: 94-2393 REV (25) AREA: NC,FAYETTEVILLE
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH
DOL***

| WASHINGTON D.C. 20210

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|

| Wage Determination No.: 1994-

2393

Division of
Wage Determinations

States: North Carolina, **South Carolina**
 Area: North Carolina Counties of **Beaufort**, Bladen, Brunswick, Carteret,
 Columbus,
 Craven, Cumberland, Dare, Duplin, Greene, Harnett, Hoke, Hyde,
 Johnston, Jones, Lee,
 Lenoir, Martin, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt,
 Richmond,
 Robeson, Sampson, Scotland, Tyrrell, Washington, Wayne, Wilson
South Carolina Counties of Dillon, Horry, Marion, Marlboro

Fringe Benefits Required Follow the Occupational Listing	
OCCUPATION CODE - TITLE	MINIMUM
WAGE RATE	
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.70
01012 - Accounting Clerk II	11.43
01013 - Accounting Clerk III	14.00
01014 - Accounting Clerk IV	15.65
01030 - Court Reporter	12.58
01050 - Dispatcher, Motor Vehicle	13.93
01060 - Document Preparation Clerk	10.02
01070 - Messenger (Courier)	7.69
01090 - Duplicating Machine Operator	10.02
01110 - Film/Tape Librarian	9.51
01115 - General Clerk I	7.75
01116 - General Clerk II	8.74
01117 - General Clerk III	9.53
01118 - General Clerk IV	10.69
01120 - Housing Referral Assistant	17.23
01131 - Key Entry Operator I	9.69
01132 - Key Entry Operator II	10.55
01191 - Order Clerk I	9.84

01192 - Order Clerk II
10.74
01261 - Personnel Assistant (Employment) I
9.30
01262 - Personnel Assistant (Employment) II
10.44
01263 - Personnel Assistant (Employment) III
12.20
01264 - Personnel Assistant (Employment) IV
15.79
01270 - Production Control Clerk
13.60
01290 - Rental Clerk
9.33
01300 - Scheduler, Maintenance
10.35
01311 - Secretary I
10.35
01312 - Secretary II
13.31
01313 - Secretary III
16.50
01314 - Secretary IV
18.33
01315 - Secretary V
20.28
01320 - Service Order Dispatcher
9.84
01341 - Stenographer I
8.71
01342 - Stenographer II
9.79
01400 - Supply Technician
19.14
01420 - Survey Worker (Interviewer)
11.57
01460 - Switchboard Operator-Receptionist
9.08
01510 - Test Examiner
13.31
01520 - Test Proctor
13.31
01531 - Travel Clerk I
9.39
01532 - Travel Clerk II
10.03
01533 - Travel Clerk III
10.71
01611 - Word Processor I
10.02
01612 - Word Processor II
11.25
01613 - Word Processor III
13.16
03000 - Automatic Data Processing Occupations
03010 - Computer Data Librarian
11.89

03041 - Computer Operator I
12.61
03042 - Computer Operator II
14.55
03043 - Computer Operator III
17.66
03044 - Computer Operator IV
18.22
03045 - Computer Operator V
20.18
03071 - Computer Programmer I (1)
14.13
03072 - Computer Programmer II (1)
17.40
03073 - Computer Programmer III (1)
20.79
03074 - Computer Programmer IV (1)
23.68
03101 - Computer Systems Analyst I (1)
19.95
03102 - Computer Systems Analyst II (1)
23.88
03103 - Computer Systems Analyst III (1)
27.62
03160 - Peripheral Equipment Operator
12.38
05000 - Automotive Service Occupations
05005 - Automotive Body Repairer, Fiberglass
17.32
05010 - Automotive Glass Installer
13.57
05040 - Automotive Worker
13.57
05070 - Electrician, Automotive
15.06
05100 - Mobile Equipment Servicer
12.09
05130 - Motor Equipment Metal Mechanic
15.06
05160 - Motor Equipment Metal Worker
13.57
05190 - Motor Vehicle Mechanic
15.06
05220 - Motor Vehicle Mechanic Helper
11.33
05250 - Motor Vehicle Upholstery Worker
13.57
05280 - Motor Vehicle Wrecker
13.57
05310 - Painter, Automotive
14.52
05340 - Radiator Repair Specialist
13.57
05370 - Tire Repairer
11.68
05400 - Transmission Repair Specialist
15.06

07000 - Food Preparation and Service Occupations
 (not set) - Food Service Worker
8.48
 07010 - Baker
13.08
 07041 - Cook I
11.58
 07042 - Cook II
13.08
 07070 - Dishwasher
8.48
 07130 - Meat Cutter
13.08
 07250 - Waiter/Waitress
9.32
09000 - Furniture Maintenance and Repair Occupations
 09010 - Electrostatic Spray Painter
16.24
 09040 - Furniture Handler
10.92
 09070 - Furniture Refinisher
16.24
 09100 - Furniture Refinisher Helper
12.70
 09110 - Furniture Repairer, Minor
14.45
 09130 - Upholsterer
16.24
11030 - General Services and Support Occupations
 11030 - Cleaner, Vehicles
8.48
 11060 - Elevator Operator
8.48
 11090 - Gardener
11.18
 11121 - House Keeping Aid I
7.58
 11122 - House Keeping Aid II
8.48
 11150 - Janitor
8.48
 11210 - Laborer, Grounds Maintenance
9.32
 11240 - Maid or Houseman
7.58
 11270 - Pest Controller
12.34
 11300 - Refuse Collector
8.48
 11330 - Tractor Operator
10.84
 11360 - Window Cleaner
9.32
12000 - Health Occupations
 12020 - Dental Assistant
12.09

12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
13.02
12071 - Licensed Practical Nurse I
10.85
12072 - Licensed Practical Nurse II
12.18
12073 - Licensed Practical Nurse III
13.62
12100 - Medical Assistant
10.13
12130 - Medical Laboratory Technician
12.40
12160 - Medical Record Clerk
9.34
12190 - Medical Record Technician
12.93
12221 - Nursing Assistant I
8.32
12222 - Nursing Assistant II
9.35
12223 - Nursing Assistant III
10.20
12224 - Nursing Assistant IV
11.47
12250 - Pharmacy Technician
11.63
12280 - Phlebotomist
11.71
12311 - Registered Nurse I
17.15
12312 - Registered Nurse II
20.97
12313 - Registered Nurse II, Specialist
20.97
12314 - Registered Nurse III
25.39
12315 - Registered Nurse III, Anesthetist
25.39
12316 - Registered Nurse IV
30.43
13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
18.03
13011 - Exhibits Specialist I
15.19
13012 - Exhibits Specialist II
18.39
13013 - Exhibits Specialist III
22.05
13041 - Illustrator I
15.19
13042 - Illustrator II
18.39
13043 - Illustrator III
22.05
13047 - Librarian
19.96

13050 - Library Technician
11.63
13071 - Photographer I
14.19
13072 - Photographer II
14.73
13073 - Photographer III
17.84
13074 - Photographer IV
21.28
13075 - Photographer V
25.76
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations
15010 - Assembler
6.59
15030 - Counter Attendant
6.59
15040 - Dry Cleaner
8.03
15070 - Finisher, Flatwork, Machine
6.59
15090 - Presser, Hand
6.59
15100 - Presser, Machine, Drycleaning
6.59
15130 - Presser, Machine, Shirts
6.59
15160 - Presser, Machine, Wearing Apparel, Laundry
6.59
15190 - Sewing Machine Operator
8.60
15220 - Tailor
9.11
15250 - Washer, Machine
7.09
19000 - Machine Tool Operation and Repair Occupations
19010 - Machine-Tool Operator (Toolroom)
17.82
19040 - Tool and Die Maker
19.55
21000 - Material Handling and Packing Occupations
21010 - Fuel Distribution System Operator
10.39
21020 - Material Coordinator
13.34
21030 - Material Expediter
13.34
21040 - Material Handling Laborer
8.72
21050 - Order Filler
9.06
21071 - Forklift Operator
10.45
21080 - Production Line Worker (Food Processing)
10.46
21100 - Shipping/Receiving Clerk
10.04

21130 - Shipping Packer
10.04
21140 - Store Worker I
9.35
21150 - Stock Clerk (Shelf Stocker; Store Worker II)
13.07
21210 - Tools and Parts Attendant
10.82
21400 - Warehouse Specialist
10.82
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
18.81
23040 - Aircraft Mechanic Helper
13.97
23050 - Aircraft Quality Control Inspector
19.80
23060 - Aircraft Servicer
15.90
23070 - Aircraft Worker
16.87
23100 - Appliance Mechanic
16.24
23120 - Bicycle Repairer
13.11
23125 - Cable Splicer
17.58
23130 - Carpenter, Maintenance
16.24
23140 - Carpet Layer
15.34
23160 - Electrician, Maintenance
19.77
23181 - Electronics Technician, Maintenance I
18.35
23182 - Electronics Technician, Maintenance II
20.39
23183 - Electronics Technician, Maintenance III
21.30
23260 - Fabric Worker
14.46
23290 - Fire Alarm System Mechanic
17.10
23310 - Fire Extinguisher Repairer
13.57
23340 - Fuel Distribution System Mechanic
17.10
23370 - General Maintenance Worker
15.34
23400 - Heating, Refrigeration and Air Conditioning Mechanic
17.10
23430 - Heavy Equipment Mechanic
17.10
23440 - Heavy Equipment Operator
14.33
23460 - Instrument Mechanic
17.10

23470 - Laborer
9.64
23500 - Locksmith
16.24
23530 - Machinery Maintenance Mechanic
16.61
23550 - Machinist, Maintenance
16.69
23580 - Maintenance Trades Helper
12.70
23640 - Millwright
17.10
23700 - Office Appliance Repairer
16.24
23740 - Painter, Aircraft
17.86
23760 - Painter, Maintenance
16.24
23790 - Pipefitter, Maintenance
17.10
23800 - Plumber, Maintenance
16.24
23820 - Pneudraulic Systems Mechanic
17.10
23850 - Rigger
17.10
23870 - Scale Mechanic
15.34
23890 - Sheet-Metal Worker, Maintenance
17.10
23910 - Small Engine Mechanic
15.34
23930 - Telecommunication Mechanic I
17.10
23931 - Telecommunication Mechanic II
18.00
23950 - Telephone Lineman
17.10
23960 - Welder, Combination, Maintenance
17.10
23965 - Well Driller
17.10
23970 - Woodcraft Worker
17.10
23980 - Woodworker
13.57
24000 - Personal Needs Occupations
24570 - Child Care Attendant
8.94
24580 - Child Care Center Clerk
11.56
24600 - Chore Aid
8.55
24630 - Homemaker
13.98
25000 - Plant and System Operation Occupations

25010 - Boiler Tender
18.06
25040 - Sewage Plant Operator
17.86
25070 - Stationary Engineer
18.81
25190 - Ventilation Equipment Tender
12.70
25210 - Water Treatment Plant Operator
16.24
27000 - Protective Service Occupations
(not set) - Police Officer
14.75
27004 - Alarm Monitor
11.45
27006 - Corrections Officer
13.20
27010 - Court Security Officer
13.69
27040 - Detention Officer
13.20
27070 - Firefighter
13.52
27101 - Guard I
8.50
27102 - Guard II
13.17
28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
12.85
28020 - Hatch Tender
12.85
28030 - Line Handler
12.85
28040 - Stevedore I
12.16
28050 - Stevedore II
13.67
29000 - Technical Occupations
21150 - Graphic Artist
18.14
29010 - Air Traffic Control Specialist, Center (2)
29.10
29011 - Air Traffic Control Specialist, Station (2)
20.07
29012 - Air Traffic Control Specialist, Terminal (2)
22.09
29023 - Archeological Technician I
13.54
29024 - Archeological Technician II
16.17
29025 - Archeological Technician III
18.39
29030 - Cartographic Technician
19.10
29035 - Computer Based Training (CBT) Specialist/ Instructor
22.51

29040 - Civil Engineering Technician
16.72
29061 - Drafter I
13.02
29062 - Drafter II
14.63
29063 - Drafter III
16.14
29064 - Drafter IV
18.39
29081 - Engineering Technician I
13.51
29082 - Engineering Technician II
15.27
29083 - Engineering Technician III
17.16
29084 - Engineering Technician IV
19.84
29085 - Engineering Technician V
23.62
29086 - Engineering Technician VI
28.57
29090 - Environmental Technician
17.75
29100 - Flight Simulator/Instructor (Pilot)
25.94
29160 - Instructor
18.88
29210 - Laboratory Technician
16.91
29240 - Mathematical Technician
19.54
29361 - Paralegal/Legal Assistant I
13.88
29362 - Paralegal/Legal Assistant II
18.34
29363 - Paralegal/Legal Assistant III
22.43
29364 - Paralegal/Legal Assistant IV
28.38
29390 - Photooptics Technician
17.75
29480 - Technical Writer
23.91
29491 - Unexploded Ordnance (UXO) Technician I
18.49
29492 - Unexploded Ordnance (UXO) Technician II
22.37
29493 - Unexploded Ordnance (UXO) Technician III
26.81
29494 - Unexploded (UXO) Safety Escort
18.49
29495 - Unexploded (UXO) Sweep Personnel
18.49
29620 - Weather Observer, Senior (3)
18.46

29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
16.56
29622 - Weather Observer, Upper Air (3)
16.56
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver
10.77
31260 - Parking and Lot Attendant
6.72
31290 - Shuttle Bus Driver
10.11
31300 - Taxi Driver
7.80
31361 - Truckdriver, Light Truck
10.11
31362 - Truckdriver, Medium Truck
10.77
31363 - Truckdriver, Heavy Truck
13.07
31364 - Truckdriver, Tractor-Trailer
13.07
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
10.07
99030 - Cashier
7.30
99041 - Carnival Equipment Operator
10.84
99042 - Carnival Equipment Repairer
11.58
99043 - Carnival Worker
8.48
99050 - Desk Clerk
8.94
99095 - Embalmer
17.39
99300 - Lifeguard
9.72
99310 - Mortician
17.03
99350 - Park Attendant (Aide)
12.20
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
8.39
99500 - Recreation Specialist
12.39
99510 - Recycling Worker
10.84
99610 - Sales Clerk
9.59
99620 - School Crossing Guard (Crosswalk Attendant)
8.48
99630 - Sport Official
8.77
99658 - Survey Party Chief (Chief of Party)
16.86

99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
13.64
99660 - Surveying Aide
9.96
99690 - Swimming Pool Operator
14.23
99720 - Vending Machine Attendant
11.80
99730 - Vending Machine Repairer
14.23
99740 - Vending Machine Repairer Helper
11.80

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service

includes the whole span of continuous service with the present contractor or

successor, wherever employed, and with the predecessor contractors in the

performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther

King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A

contractor may substitute for any of the named holidays another day off with pay in

accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as

numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:

An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.

at the rate of basic pay plus a night pay differential amounting to 10 percent of

the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a

regular tour of duty, you will earn a night differential and receive an additional

10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time

employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION

**

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as

amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

publication may be obtained from the Superintendent of Documents, at 202-783-3238,

or by writing to the Superintendent of Documents, U.S. Government Printing Office,

Washington, D.C. 20402. Copies of specific job descriptions may also be obtained

from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

{Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

&&&&&&&&&

WAGE DETERMINATION NO: 94-2394 REV (19) AREA: NC,FAYETTEVILLE

WAGE DETERMINATION NO: 94-2394 REV (19) AREA: NC,FAYETTEVILLE
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR
***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH
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		WASHINGTON D.C.	20210
		Wage Determination No.:	1994-
2394			
William W.Gross	Division of		Revision No.: 19
Director	Wage Determinations		Date Of Last Revision:
04/10/2003			

States: North Carolina, **South Carolina**
Area: North Carolina Counties of **Beaufort**, Bladen, Brunswick, Carteret, Columbus, Craven, Cumberland, Dare, Duplin, Greene, Harnett, Hoke, Hyde, Johnston, Jones, Lee, Lenoir, Martin, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt, Richmond, Robeson, Sampson, Scotland, Tyrrell, Washington, Wayne, Wilson
South Carolina Counties of Dillon, Horry, Marion, Marlboro

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM
WAGE RATE	
Administrative Support and Clerical Occupations	
Accounting Clerk I	
9.70	
Accounting Clerk II	
11.43	

Accounting Clerk III
14.00
Accounting Clerk IV
15.65
Court Reporter
12.58
Dispatcher, Motor Vehicle
13.93
Document Preparation Clerk
10.02
Duplicating Machine Operator
10.02
Film/Tape Librarian
9.51
General Clerk I
7.75
General Clerk II
8.74
General Clerk III
9.53
General Clerk IV
10.69
Housing Referral Assistant
17.23
Key Entry Operator I
9.69
Key Entry Operator II
10.55
Messenger (Courier)
7.69
Order Clerk I
9.84
Order Clerk II
10.74
Personnel Assistant (Employment) I
9.30
Personnel Assistant (Employment) II
10.44
Personnel Assistant (Employment) III
12.20
Personnel Assistant (Employment) IV
15.79
Production Control Clerk
13.60
Rental Clerk
9.33
Scheduler, Maintenance
10.35
Secretary I
10.35
Secretary II
13.31
Secretary III
16.50
Secretary IV
18.33

Secretary V
20.28
Service Order Dispatcher
9.84
Stenographer I
8.71
Stenographer II
9.79
Supply Technician
19.14
Survey Worker (Interviewer)
11.57
Switchboard Operator-Receptionist
9.08
Test Examiner
13.31
Test Proctor
13.31
Travel Clerk I
9.39
Travel Clerk II
10.03
Travel Clerk III
10.71
Word Processor I
10.02
Word Processor II
11.25
Word Processor III
13.16
Automatic Data Processing Occupations
Computer Data Librarian
11.89
Computer Operator I
12.61
Computer Operator II
14.55
Computer Operator III
17.66
Computer Operator IV
18.22
Computer Operator V
20.18
Computer Programmer I (1)
14.13
Computer Programmer II (1)
17.40
Computer Programmer III (1)
20.79
Computer Programmer IV (1)
23.68
Computer Systems Analyst I (1)
19.95
Computer Systems Analyst II (1)
23.88
Computer Systems Analyst III (1)
27.62

Peripheral Equipment Operator
12.38
Automotive Service Occupations
Automotive Body Repairer, Fiberglass
17.32
Automotive Glass Installer
13.57
Automotive Worker
13.57
Electrician, Automotive
15.06
Mobile Equipment Servicer
12.09
Motor Equipment Metal Mechanic
15.06
Motor Equipment Metal Worker
13.57
Motor Vehicle Mechanic
15.06
Motor Vehicle Mechanic Helper
11.33
Motor Vehicle Upholstery Worker
13.57
Motor Vehicle Wrecker
13.57
Painter, Automotive
14.52
Radiator Repair Specialist
13.57
Tire Repairer
11.68
Transmission Repair Specialist
15.06
Food Preparation and Service Occupations
Baker
13.08
Cook I
11.58
Cook II
13.08
Dishwasher
8.48
Food Service Worker
8.48
Meat Cutter
13.08
Waiter/Waitress
9.32
Furniture Maintenance and Repair Occupations
Electrostatic Spray Painter
16.24
Furniture Handler
10.92
Furniture Refinisher
16.24
Furniture Refinisher Helper
12.70

Furniture Repairer, Minor
14.45
Upholsterer
16.24
General Services and Support Occupations
Cleaner, Vehicles
8.48
Elevator Operator
8.48
Gardener
11.18
House Keeping Aid I
7.58
House Keeping Aid II
8.48
Janitor
8.48
Laborer, Grounds Maintenance
9.32
Maid or Houseman
7.58
Pest Controller
12.34
Refuse Collector
8.48
Tractor Operator
10.84
Window Cleaner
9.32
Health Occupations
Dental Assistant
12.09
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
13.02
Licensed Practical Nurse I
10.85
Licensed Practical Nurse II
12.18
Licensed Practical Nurse III
13.62
Medical Assistant
10.13
Medical Laboratory Technician
12.40
Medical Record Clerk
9.34
Medical Record Technician
12.93
Nursing Assistant I
8.32
Nursing Assistant II
9.35
Nursing Assistant III
10.20
Nursing Assistant IV
11.47

Pharmacy Technician
11.63
Phlebotomist
11.71
Registered Nurse I
17.15
Registered Nurse II
20.97
Registered Nurse II, Specialist
20.97
Registered Nurse III
25.39
Registered Nurse III, Anesthetist
25.39
Registered Nurse IV
30.43
Information and Arts Occupations
Audiovisual Librarian
18.03
Exhibits Specialist I
15.19
Exhibits Specialist II
18.39
Exhibits Specialist III
22.05
Illustrator I
15.19
Illustrator II
18.39
Illustrator III
22.05
Librarian
19.96
Library Technician
11.63
Photographer I
14.19
Photographer II
14.73
Photographer III
17.84
Photographer IV
21.28
Photographer V
25.76
Laundry, Dry Cleaning, Pressing and Related Occupations
Assembler
6.59
Counter Attendant
6.59
Dry Cleaner
8.03
Finisher, Flatwork, Machine
6.59
Presser, Hand
6.59

Presser, Machine, Drycleaning
6.59
Presser, Machine, Shirts
6.59
Presser, Machine, Wearing Apparel, Laundry
6.59
Sewing Machine Operator
8.60
Tailor
9.11
Washer, Machine
7.09
Machine Tool Operation and Repair Occupations
Machine-Tool Operator (Toolroom)
17.82
Tool and Die Maker
19.55
Material Handling and Packing Occupations
Forklift Operator
10.45
Fuel Distribution System Operator
10.39
Material Coordinator
13.34
Material Expediter
13.34
Material Handling Laborer
8.72
Order Filler
9.06
Production Line Worker (Food Processing)
10.46
Shipping Packer
10.04
Shipping/Receiving Clerk
10.04
Stock Clerk (Shelf Stocker; Store Worker II)
13.07
Store Worker I
9.35
Tools and Parts Attendant
10.82
Warehouse Specialist
10.82
Mechanics and Maintenance and Repair Occupations
Aircraft Mechanic
18.81
Aircraft Mechanic Helper
13.97
Aircraft Quality Control Inspector
19.80
Aircraft Servicer
15.90
Aircraft Worker
16.87
Appliance Mechanic
16.24

Bicycle Repairer
13.11
Cable Splicer
17.58
Carpenter, Maintenance
16.24
Carpet Layer
15.34
Electrician, Maintenance
19.77
Electronics Technician, Maintenance I
18.35
Electronics Technician, Maintenance II
20.39
Electronics Technician, Maintenance III
21.30
Fabric Worker
14.46
Fire Alarm System Mechanic
17.10
Fire Extinguisher Repairer
13.57
Fuel Distribution System Mechanic
17.10
General Maintenance Worker
15.34
Heating, Refrigeration and Air Conditioning Mechanic
17.10
Heavy Equipment Mechanic
17.10
Heavy Equipment Operator
14.33
Instrument Mechanic
17.10
Laborer
9.64
Locksmith
16.24
Machinery Maintenance Mechanic
16.61
Machinist, Maintenance
16.69
Maintenance Trades Helper
12.70
Millwright
17.10
Office Appliance Repairer
16.24
Painter, Aircraft
17.86
Painter, Maintenance
16.24
Pipefitter, Maintenance
17.10
Plumber, Maintenance
16.24

Pneudraulic Systems Mechanic
17.10
Rigger
17.10
Scale Mechanic
15.34
Sheet-Metal Worker, Maintenance
17.10
Small Engine Mechanic
15.34
Telecommunication Mechanic I
17.10
Telecommunication Mechanic II
18.00
Telephone Lineman
17.10
Welder, Combination, Maintenance
17.10
Well Driller
17.10
Woodcraft Worker
17.10
Woodworker
13.57
Miscellaneous Occupations
Animal Caretaker
10.07
Carnival Equipment Operator
10.84
Carnival Equipment Repairer
11.58
Carnival Worker
8.48
Cashier
7.30
Desk Clerk
8.94
Embalmer
17.39
Lifeguard
9.72
Mortician
17.03
Park Attendant (Aide)
12.20
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
8.39
Recreation Specialist
12.39
Recycling Worker
10.84
Sales Clerk
9.59
School Crossing Guard (Crosswalk Attendant)
8.48
Sport Official
8.77

Survey Party Chief (Chief of Party)
16.86
Surveying Aide
9.96
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
13.64
Swimming Pool Operator
14.23
Vending Machine Attendant
11.80
Vending Machine Repairer
14.23
Vending Machine Repairer Helper
11.80
Personal Needs Occupations
Child Care Attendant
8.94
Child Care Center Clerk
11.56
Chore Aid
8.55
Homemaker
13.98
Plant and System Operation Occupations
Boiler Tender
18.06
Sewage Plant Operator
17.86
Stationary Engineer
18.81
Ventilation Equipment Tender
12.70
Water Treatment Plant Operator
16.24
Protective Service Occupations
Alarm Monitor
11.45
Corrections Officer
13.20
Court Security Officer
13.69
Detention Officer
13.20
Firefighter
13.52
Guard I
8.50
Guard II
13.17
Police Officer
14.75
Stevedoring/Longshoremen Occupations
Blocker and Bracer
12.85
Hatch Tender
12.85

Line Handler
12.85
Stevedore I
12.16
Stevedore II
13.67
Technical Occupations
Air Traffic Control Specialist, Center (2)
29.10
Air Traffic Control Specialist, Station (2)
20.07
Air Traffic Control Specialist, Terminal (2)
22.09
Archeological Technician I
13.54
Archeological Technician II
16.17
Archeological Technician III
18.39
Cartographic Technician
19.10
Civil Engineering Technician
16.72
Computer Based Training (CBT) Specialist/ Instructor
22.51
Drafter I
13.02
Drafter II
14.63
Drafter III
16.14
Drafter IV
18.39
Engineering Technician I
13.51
Engineering Technician II
15.27
Engineering Technician III
17.16
Engineering Technician IV
19.84
Engineering Technician V
23.62
Engineering Technician VI
28.57
Environmental Technician
17.75
Flight Simulator/Instructor (Pilot)
25.94
Graphic Artist
18.14
Instructor
18.88
Laboratory Technician
16.91
Mathematical Technician
19.54

Paralegal/Legal Assistant I
 13.88
 Paralegal/Legal Assistant II
 18.34
 Paralegal/Legal Assistant III
 22.43
 Paralegal/Legal Assistant IV
 28.38
 Photooptics Technician
 17.75
 Technical Writer
 23.91
 Unexploded (UXO) Safety Escort
 18.49
 Unexploded (UXO) Sweep Personnel
 18.49
 Unexploded Ordnance (UXO) Technician I
 18.49
 Unexploded Ordnance (UXO) Technician II
 22.37
 Unexploded Ordnance (UXO) Technician III
 26.81
 Weather Observer, Combined Upper Air and Surface Programs (3)
 16.56
 Weather Observer, Senior (3)
 18.46
 Weather Observer, Upper Air (3)
 16.56
 Transportation/ Mobile Equipment Operation Occupations
 Bus Driver
 10.77
 Parking and Lot Attendant
 6.72
 Shuttle Bus Driver
 10.11
 Taxi Driver
 7.80
 Truckdriver, Heavy Truck
 13.07
 Truckdriver, Light Truck
 10.11
 Truckdriver, Medium Truck
 10.77
 Truckdriver, Tractor-Trailer
 13.07

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:
 HEALTH & WELFARE: Life, accident, and health insurance plans, sick
 leave, pension plans,
 civic and personal leave, severance pay, and savings and thrift plans.
 Minimum employer
 contributions costing an average of \$2.56 per hour computed on the
 basis of all hours
 worked by service employees employed on the contract.
 VACATION: 2 weeks paid vacation after 1 year of service with a
 contractor or successor; 3

weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal

facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and

incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no

requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION

**

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service

Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the

Third Supplement, dated March 1997, unless otherwise indicated. This publication may be

obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the

Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

{Standard Form 1444

(SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not

listed herein and which is to be employed under the contract (i.e., the work to be

performed is not performed by any classification listed in the wage determination), be

classified by the contractor so as to provide a reasonable relationship (i.e., appropriate

level of skill comparison) between such unlisted classifications and the classifications

listed in the wage determination. Such conformed classes of employees shall be paid the

monetary wages and furnished the fringe benefits as are determined.

Such conforming

process shall be initiated by the contractor prior to the performance of contract work by

such unlisted class(es) of employees. The conformed classification, wage rate, and/or

fringe benefits shall be retroactive to the commencement date of the contract. {See Section

4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF

1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s)

and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed

classification title(s), a Federal grade equivalency (FGE) for each proposed

classification(s), job description(s), and rationale for proposed wage rate(s), including

information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees

themselves. This report should be submitted to the contracting officer no later than 30

days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the

action, together with the agency's recommendations and pertinent information including the

position of the contractor and the employees, to the Wage and Hour Division, Employment

Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of

Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting

officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations"

(the Directory) should be used to compare job definitions to insure that duties requested

are not performed by a classification already listed in the wage determination. Remember,

it is not the job title, but the required tasks that determine whether a class is included

in an established wage determination. Conformances may not be used to artificially split,

combine, or subdivide classifications listed in the wage determination.

&&&&&&&&&

WAGE DETERMINATION NO: 94-2473 REV (27) AREA: SC,CHARLESTON

WAGE DETERMINATION NO: 94-2473 REV (27) AREA: SC,CHARLESTON

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH
DOL***

| WASHINGTON D.C. 20210

| Wage Determination No.: 1994-

2473

William W.Gross Division of | Revision No.: 27
Director Wage Determinations| Date Of Last Revision:
06/05/2003

State: **South Carolina**

Area: **South Carolina** Counties of **Beaufort**, Berkeley, Charleston,
Colleton,
Dorchester, Georgetown, Williamsburg

 Fringe Benefits Required Follow the Occupational Listing
OCCUPATION CODE - TITLE MINIMUM

WAGE RATE

01000 - Administrative Support and Clerical Occupations

 01011 - Accounting Clerk I
9.22

 01012 - Accounting Clerk II
10.47

 01013 - Accounting Clerk III
12.46

 01014 - Accounting Clerk IV
13.97

 01030 - Court Reporter
12.93

 01050 - Dispatcher, Motor Vehicle
14.17

 01060 - Document Preparation Clerk
10.40

 01070 - Messenger (Courier)
7.76

 01090 - Duplicating Machine Operator
10.40

 01110 - Film/Tape Librarian
11.49

 01115 - General Clerk I
8.67

 01116 - General Clerk II
9.74

 01117 - General Clerk III
10.62

 01118 - General Clerk IV
11.95

 01120 - Housing Referral Assistant
17.42

 01131 - Key Entry Operator I
9.49

 01132 - Key Entry Operator II
10.79

 01191 - Order Clerk I
8.91

 01192 - Order Clerk II
11.14

 01261 - Personnel Assistant (Employment) I
9.59

 01262 - Personnel Assistant (Employment) II
10.79

01263 - Personnel Assistant (Employment) III
12.46
01264 - Personnel Assistant (Employment) IV
14.01
01270 - Production Control Clerk
13.97
01290 - Rental Clerk
10.02
01300 - Scheduler, Maintenance
12.64
01311 - Secretary I
12.64
01312 - Secretary II
14.16
01313 - Secretary III
17.42
01314 - Secretary IV
17.78
01315 - Secretary V
19.54
01320 - Service Order Dispatcher
12.59
01341 - Stenographer I
11.98
01342 - Stenographer II
12.38
01400 - Supply Technician
13.76
01420 - Survey Worker (Interviewer)
12.39
01460 - Switchboard Operator-Receptionist
8.89
01510 - Test Examiner
14.16
01520 - Test Proctor
14.16
01531 - Travel Clerk I
9.15
01532 - Travel Clerk II
9.75
01533 - Travel Clerk III
10.43
01611 - Word Processor I
8.43
01612 - Word Processor II
10.52
01613 - Word Processor III
11.76
03000 - Automatic Data Processing Occupations
03010 - Computer Data Librarian
9.13
03041 - Computer Operator I
9.13
03042 - Computer Operator II
11.59
03043 - Computer Operator III
15.03

03044 - Computer Operator IV
 16.71
 03045 - Computer Operator V
 18.50
 03071 - Computer Programmer I (1)
 15.58
 03072 - Computer Programmer II (1)
 19.28
 03073 - Computer Programmer III (1)
 24.59
 03074 - Computer Programmer IV (1)
 26.87
 03101 - Computer Systems Analyst I (1)
 23.30
 03102 - Computer Systems Analyst II (1)
 27.62
 03103 - Computer Systems Analyst III (1)
 27.62
 03160 - Peripheral Equipment Operator
 10.65
 05000 - Automotive Service Occupations
 05005 - Automotive Body Repairer, Fiberglass
 16.13
 05010 - Automotive Glass Installer
 14.51
 05040 - Automotive Worker
 15.71
 05070 - Electrician, Automotive
 15.24
 05100 - Mobile Equipment Servicer
 13.07
 05130 - Motor Equipment Metal Mechanic
 17.27
 05160 - Motor Equipment Metal Worker
 15.71
 05190 - Motor Vehicle Mechanic
 17.27
 05220 - Motor Vehicle Mechanic Helper
 12.37
 05250 - Motor Vehicle Upholstery Worker
 14.94
 05280 - Motor Vehicle Wrecker
 15.71
 05310 - Painter, Automotive
 15.24
 05340 - Radiator Repair Specialist
 15.71
 05370 - Tire Repairer
 11.58
 05400 - Transmission Repair Specialist
 17.27
 07000 - Food Preparation and Service Occupations
 (not set) - Food Service Worker
 7.61
 07010 - Baker
 8.69

07041 - Cook I
8.07
07042 - Cook II
9.30
07070 - Dishwasher
6.67
07130 - Meat Cutter
10.14
07250 - Waiter/Waitress
6.51
09000 - Furniture Maintenance and Repair Occupations
09010 - Electrostatic Spray Painter
13.96
09040 - Furniture Handler
10.72
09070 - Furniture Refinisher
13.97
09100 - Furniture Refinisher Helper
11.34
09110 - Furniture Repairer, Minor
12.66
09130 - Upholsterer
13.97
11030 - General Services and Support Occupations
11030 - Cleaner, Vehicles
7.31
11060 - Elevator Operator
7.31
11090 - Gardener
9.85
11121 - House Keeping Aid I
6.97
11122 - House Keeping Aid II
8.39
11150 - Janitor
7.67
11210 - Laborer, Grounds Maintenance
8.22
11240 - Maid or Houseman
6.97
11270 - Pest Controller
10.38
11300 - Refuse Collector
8.82
11330 - Tractor Operator
9.28
11360 - Window Cleaner
8.35
12000 - Health Occupations
12020 - Dental Assistant
13.52
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
11.36
12071 - Licensed Practical Nurse I
11.92
12072 - Licensed Practical Nurse II
13.37

12073 - Licensed Practical Nurse III
14.96
12100 - Medical Assistant
9.95
12130 - Medical Laboratory Technician
14.15
12160 - Medical Record Clerk
12.45
12190 - Medical Record Technician
13.47
12221 - Nursing Assistant I
7.34
12222 - Nursing Assistant II
7.53
12223 - Nursing Assistant III
8.23
12224 - Nursing Assistant IV
9.22
12250 - Pharmacy Technician
12.11
12280 - Phlebotomist
12.09
12311 - Registered Nurse I
17.57
12312 - Registered Nurse II
21.50
12313 - Registered Nurse II, Specialist
21.50
12314 - Registered Nurse III
26.00
12315 - Registered Nurse III, Anesthetist
26.00
12316 - Registered Nurse IV
31.18
13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
14.52
13011 - Exhibits Specialist I
14.17
13012 - Exhibits Specialist II
18.00
13013 - Exhibits Specialist III
21.45
13041 - Illustrator I
14.17
13042 - Illustrator II
18.00
13043 - Illustrator III
21.45
13047 - Librarian
18.16
13050 - Library Technician
12.39
13071 - Photographer I
11.52
13072 - Photographer II
12.88

13073 - Photographer III
16.36
13074 - Photographer IV
19.50
13075 - Photographer V
23.60
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations
15010 - Assembler
7.16
15030 - Counter Attendant
7.16
15040 - Dry Cleaner
8.21
15070 - Finisher, Flatwork, Machine
7.16
15090 - Presser, Hand
7.16
15100 - Presser, Machine, Drycleaning
7.16
15130 - Presser, Machine, Shirts
7.16
15160 - Presser, Machine, Wearing Apparel, Laundry
7.16
15190 - Sewing Machine Operator
9.07
15220 - Tailor
9.54
15250 - Washer, Machine
7.44
19000 - Machine Tool Operation and Repair Occupations
19010 - Machine-Tool Operator (Toolroom)
16.05
19040 - Tool and Die Maker
19.17
21000 - Material Handling and Packing Occupations
21010 - Fuel Distribution System Operator
12.70
21020 - Material Coordinator
12.73
21030 - Material Expediter
12.73
21040 - Material Handling Laborer
9.53
21050 - Order Filler
10.97
21071 - Forklift Operator
11.32
21080 - Production Line Worker (Food Processing)
10.82
21100 - Shipping/Receiving Clerk
11.78
21130 - Shipping Packer
10.78
21140 - Store Worker I
9.64
21150 - Stock Clerk (Shelf Stocker; Store Worker II)
12.27

21210 - Tools and Parts Attendant
10.76
21400 - Warehouse Specialist
11.88
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
16.57
23040 - Aircraft Mechanic Helper
12.46
23050 - Aircraft Quality Control Inspector
16.81
23060 - Aircraft Servicer
13.92
23070 - Aircraft Worker
14.63
23100 - Appliance Mechanic
15.52
23120 - Bicycle Repairer
11.58
23125 - Cable Splicer
19.18
23130 - Carpenter, Maintenance
13.96
23140 - Carpet Layer
13.94
23160 - Electrician, Maintenance
16.81
23181 - Electronics Technician, Maintenance I
16.04
23182 - Electronics Technician, Maintenance II
18.26
23183 - Electronics Technician, Maintenance III
21.27
23260 - Fabric Worker
13.20
23290 - Fire Alarm System Mechanic
16.16
23310 - Fire Extinguisher Repairer
12.31
23340 - Fuel Distribution System Mechanic
14.69
23370 - General Maintenance Worker
12.58
23400 - Heating, Refrigeration and Air Conditioning Mechanic
15.15
23430 - Heavy Equipment Mechanic
16.81
23440 - Heavy Equipment Operator
16.81
23460 - Instrument Mechanic
19.34
23470 - Laborer
8.62
23500 - Locksmith
14.68
23530 - Machinery Maintenance Mechanic
18.72

23550 - Machinist, Maintenance
14.62
23580 - Maintenance Trades Helper
11.33
23640 - Millwright
16.84
23700 - Office Appliance Repairer
14.68
23740 - Painter, Aircraft
15.24
23760 - Painter, Maintenance
13.96
23790 - Pipefitter, Maintenance
14.62
23800 - Plumber, Maintenance
13.97
23820 - Pneudraulic Systems Mechanic
14.83
23850 - Rigger
14.62
23870 - Scale Mechanic
13.94
23890 - Sheet-Metal Worker, Maintenance
14.62
23910 - Small Engine Mechanic
13.30
23930 - Telecommunication Mechanic I
14.85
23931 - Telecommunication Mechanic II
15.52
23950 - Telephone Lineman
14.85
23960 - Welder, Combination, Maintenance
14.62
23965 - Well Driller
14.83
23970 - Woodcraft Worker
14.62
23980 - Woodworker
12.64
24000 - Personal Needs Occupations
24570 - Child Care Attendant
6.71
24580 - Child Care Center Clerk
8.37
24600 - Chore Aid
7.55
24630 - Homemaker
9.47
25000 - Plant and System Operation Occupations
25010 - Boiler Tender
14.83
25040 - Sewage Plant Operator
14.89
25070 - Stationary Engineer
14.83

25190 - Ventilation Equipment Tender
11.57
25210 - Water Treatment Plant Operator
14.82
27000 - Protective Service Occupations
(not set) - Police Officer
14.94
27004 - Alarm Monitor
10.51
27006 - Corrections Officer
12.45
27010 - Court Security Officer
12.45
27040 - Detention Officer
12.45
27070 - Firefighter
12.27
27101 - Guard I
7.74
27102 - Guard II
11.54
28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
13.94
28020 - Hatch Tender
13.94
28030 - Line Handler
13.94
28040 - Stevedore I
11.53
28050 - Stevedore II
14.00
29000 - Technical Occupations
21150 - Graphic Artist
19.13
29010 - Air Traffic Control Specialist, Center (2)
29.36
29011 - Air Traffic Control Specialist, Station (2)
20.24
29012 - Air Traffic Control Specialist, Terminal (2)
22.29
29023 - Archeological Technician I
16.26
29024 - Archeological Technician II
18.22
29025 - Archeological Technician III
22.54
29030 - Cartographic Technician
23.76
29035 - Computer Based Training (CBT) Specialist/ Instructor
23.30
29040 - Civil Engineering Technician
18.50
29061 - Drafter I
14.44
29062 - Drafter II
17.40

29063 - Drafter III
18.12
29064 - Drafter IV
23.04
29081 - Engineering Technician I
13.64
29082 - Engineering Technician II
15.31
29083 - Engineering Technician III
19.09
29084 - Engineering Technician IV
23.82
29085 - Engineering Technician V
25.93
29086 - Engineering Technician VI
31.35
29090 - Environmental Technician
21.27
29100 - Flight Simulator/Instructor (Pilot)
27.62
29160 - Instructor
16.89
29210 - Laboratory Technician
18.16
29240 - Mathematical Technician
22.39
29361 - Paralegal/Legal Assistant I
14.65
29362 - Paralegal/Legal Assistant II
15.45
29363 - Paralegal/Legal Assistant III
18.88
29364 - Paralegal/Legal Assistant IV
22.86
29390 - Photooptics Technician
20.63
29480 - Technical Writer
21.30
29491 - Unexploded Ordnance (UXO) Technician I
18.66
29492 - Unexploded Ordnance (UXO) Technician II
22.57
29493 - Unexploded Ordnance (UXO) Technician III
27.05
29494 - Unexploded (UXO) Safety Escort
18.66
29495 - Unexploded (UXO) Sweep Personnel
18.66
29620 - Weather Observer, Senior (3)
17.51
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
15.76
29622 - Weather Observer, Upper Air (3)
15.76
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver
11.80

31260 - Parking and Lot Attendant
7.98
31290 - Shuttle Bus Driver
11.11
31300 - Taxi Driver
10.49
31361 - Truckdriver, Light Truck
12.30
31362 - Truckdriver, Medium Truck
12.98
31363 - Truckdriver, Heavy Truck
15.71
31364 - Truckdriver, Tractor-Trailer
15.71
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
7.41
99030 - Cashier
6.44
99041 - Carnival Equipment Operator
8.96
99042 - Carnival Equipment Repairer
9.51
99043 - Carnival Worker
7.29
99050 - Desk Clerk
8.61
99095 - Embalmer
18.84
99300 - Lifeguard
9.05
99310 - Mortician
18.84
99350 - Park Attendant (Aide)
10.79
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
7.87
99500 - Recreation Specialist
13.40
99510 - Recycling Worker
10.67
99610 - Sales Clerk
8.53
99620 - School Crossing Guard (Crosswalk Attendant)
6.68
99630 - Sport Official
7.87
99658 - Survey Party Chief (Chief of Party)
10.24
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
9.31
99660 - Surveying Aide
8.54
99690 - Swimming Pool Operator
10.19
99720 - Vending Machine Attendant
7.13

99730 - Vending Machine Repairer
9.36
99740 - Vending Machine Repairer Helper
7.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or

successor, wherever employed, and with the predecessor contractors in the

performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther

King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A

contractor may substitute for any of the named holidays another day off with pay in

accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:

An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.

at the rate of basic pay plus a night pay differential amounting to 10 percent of

the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a

regular tour of duty, you will earn a night differential and receive an additional

10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time

employed (40 hours a week) and Sunday is part of your regularly scheduled workweek,

you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic

rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION

**

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as

amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

publication may be obtained from the Superintendent of Documents, at 202-783-3238,

or by writing to the Superintendent of Documents, U.S. Government Printing Office,

Washington, D.C. 20402. Copies of specific job descriptions may also be obtained

from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

{Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
 - 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
 - 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
 - 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
 - 5) The contracting officer transmits the Wage and Hour decision to the contractor.
 - 6) The contractor informs the affected employees.
- Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination.
Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.
&&&&&&&&&

WAGE DETERMINATION NO: 94-2116 REV (24) AREA: FL,JACKSONVILLE

WAGE DETERMINATION NO: 94-2116 REV (24) AREA: FL,JACKSONVILLE
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR
***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH
DOL***
| WASHINGTON D.C. 20210
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|
|
| Wage Determination No.: 1994-
2116
William W.Gross Division of | Revision No.: 24
Director Wage Determinations| Date Of Last Revision:
04/05/2002

States: **Florida**, Georgia
Area: **Florida** Counties of Baker, Clay, Columbia, Duval, Hamilton,
Lafayette, Madison,
Nassau, Putnam, Saint Johns, Suwannee, Taylor
Georgia Counties of Brantley, Camden, Charlton, Glynn, Pierce

***Fringe Benefits Required Follow the Occupational Listing**
OCCUPATION TITLE MINIMUM
WAGE RATE
Administrative Support and Clerical Occupations
Accounting Clerk I
9.85
Accounting Clerk II
11.70
Accounting Clerk III
12.45
Accounting Clerk IV
15.56
Court Reporter
13.04
Dispatcher, Motor Vehicle
13.23
Document Preparation Clerk
10.25
Duplicating Machine Operator
10.25

Film/Tape Librarian
11.23
General Clerk I
8.34
General Clerk II
9.64
General Clerk III
11.58
General Clerk IV
17.76
Housing Referral Assistant
14.11
Key Entry Operator I
10.06
Key Entry Operator II
12.80
Messenger (Courier)
8.42
Order Clerk I
10.99
Order Clerk II
12.48
Personnel Assistant (Employment) I
11.52
Personnel Assistant (Employment) II
12.10
Personnel Assistant (Employment) III
12.87
Personnel Assistant (Employment) IV
14.77
Production Control Clerk
14.60
Rental Clerk
10.35
Scheduler, Maintenance
11.23
Secretary I
11.23
Secretary II
12.86
Secretary III
14.11
Secretary IV
16.36
Secretary V
16.60
Service Order Dispatcher
11.56
Stenographer I
13.28
Stenographer II
14.08
Supply Technician
16.69
Survey Worker (Interviewer)
11.85

Switchboard Operator-Receptionist
8.55
Test Examiner
12.86
Test Proctor
12.86
Travel Clerk I
8.88
Travel Clerk II
9.68
Travel Clerk III
10.43
Word Processor I
10.97
Word Processor II
14.62
Word Processor III
16.37
Automatic Data Processing Occupations
Computer Data Librarian
11.58
Computer Operator I
12.18
Computer Operator II
13.12
Computer Operator III
15.41
Computer Operator IV
18.91
Computer Operator V
21.00
Computer Programmer I
16.52
Computer Programmer II
21.25
Computer Programmer III
22.97
Computer Programmer IV
27.62
Computer Systems Analyst I
19.20
Computer Systems Analyst II
22.63
Computer Systems Analyst III
26.84
Peripheral Equipment Operator
15.41
Automotive Service Occupations
Automotive Body Repairer, Fiberglass
18.38
Automotive Glass Installer
14.06
Automotive Worker
14.06
Electrician, Automotive
15.98

Mobile Equipment Servicer
12.11
Motor Equipment Metal Mechanic
16.41
Motor Equipment Metal Worker
14.06
Motor Vehicle Mechanic
16.41
Motor Vehicle Mechanic Helper
11.47
Motor Vehicle Upholstery Worker
13.09
Motor Vehicle Wrecker
14.06
Painter, Automotive
15.02
Radiator Repair Specialist
14.06
Tire Repairer
11.70
Transmission Repair Specialist
16.41
Food Preparation and Service Occupations
Baker
10.15
Cook I
8.70
Cook II
10.15
Dishwasher
6.46
Food Service Worker
6.89
Meat Cutter
10.74
Waiter/Waitress
7.09
Furniture Maintenance and Repair Occupations
Electrostatic Spray Painter
15.02
Furniture Handler
9.62
Furniture Refinisher
15.02
Furniture Refinisher Helper
11.17
Furniture Repairer, Minor
13.09
Upholsterer
15.02
General Services and Support Occupations
Cleaner, Vehicles
7.76
Elevator Operator
7.76
Gardener
9.69

House Keeping Aid I
6.78
House Keeping Aid II
7.76
Janitor
7.76
Laborer, Grounds Maintenance
8.53
Maid or Houseman
7.08
Pest Controller
10.99
Refuse Collector
7.76
Tractor Operator
9.25
Window Cleaner
8.53
Health Occupations
Dental Assistant
12.01
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
11.29
Licensed Practical Nurse I
11.02
Licensed Practical Nurse II
12.36
Licensed Practical Nurse III
13.83
Medical Assistant
10.58
Medical Laboratory Technician
11.24
Medical Record Clerk
11.24
Medical Record Technician
13.54
Nursing Assistant I
7.90
Nursing Assistant II
8.88
Nursing Assistant III
9.69
Nursing Assistant IV
10.87
Pharmacy Technician
12.19
Phlebotomist
11.24
Registered Nurse I
16.92
Registered Nurse II
20.71
Registered Nurse II, Specialist
20.71
Registered Nurse III
25.06

Registered Nurse III, Anesthetist
25.06
Registered Nurse IV
30.01
Information and Arts Occupations
Audiovisual Librarian
19.06
Exhibits Specialist I
13.49
Exhibits Specialist II
16.70
Exhibits Specialist III
20.50
Illustrator I
13.49
Illustrator II
16.70
Illustrator III
19.61
Librarian
18.93
Library Technician
12.87
Photographer I
12.26
Photographer II
15.18
Photographer III
17.83
Photographer IV
21.81
Photographer V
26.39
Laundry, Dry Cleaning, Pressing and Related Occupations
Assembler
6.69
Counter Attendant
6.69
Dry Cleaner
8.47
Finisher, Flatwork, Machine
6.69
Presser, Hand
6.69
Presser, Machine, Drycleaning
6.69
Presser, Machine, Shirts
6.69
Presser, Machine, Wearing Apparel, Laundry
6.69
Sewing Machine Operator
9.15
Tailor
9.55
Washer, Machine
7.29
Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)
15.02
Tool and Die Maker
18.89
Material Handling and Packing Occupations
Forklift Operator
12.76
Fuel Distribution System Operator
14.94
Material Coordinator
15.29
Material Expediter
15.29
Material Handling Laborer
10.24
Order Filler
9.88
Production Line Worker (Food Processing)
11.62
Shipping Packer
9.88
Shipping/Receiving Clerk
10.87
Stock Clerk (Shelf Stocker; Store Worker II)
10.58
Store Worker I
8.64
Tools and Parts Attendant
11.62
Warehouse Specialist
10.35
Mechanics and Maintenance and Repair Occupations
Aircraft Mechanic
17.58
Aircraft Mechanic Helper
11.17
Aircraft Quality Control Inspector
16.95
Aircraft Servicer
13.09
Aircraft Worker
14.06
Appliance Mechanic
15.02
Bicycle Repairer
11.70
Cable Splicer
15.98
Carpenter, Maintenance
15.02
Carpet Layer
15.02
Electrician, Maintenance
18.39
Electronics Technician, Maintenance I
17.47

Electronics Technician, Maintenance II
19.24
Electronics Technician, Maintenance III
20.37
Fabric Worker
12.71
Fire Alarm System Mechanic
15.98
Fire Extinguisher Repairer
12.22
Fuel Distribution System Mechanic
17.58
General Maintenance Worker
14.06
Heating, Refrigeration and Air Conditioning Mechanic
15.98
Heavy Equipment Mechanic
15.98
Heavy Equipment Operator
18.30
Instrument Mechanic
15.98
Laborer
10.07
Locksmith
15.02
Machinery Maintenance Mechanic
15.98
Machinist, Maintenance
15.98
Maintenance Trades Helper
11.17
Millwright
15.98
Office Appliance Repairer
15.02
Painter, Aircraft
15.02
Painter, Maintenance
15.02
Pipefitter, Maintenance
15.98
Plumber, Maintenance
15.02
Pneudraulic Systems Mechanic
15.98
Rigger
15.98
Scale Mechanic
14.06
Sheet-Metal Worker, Maintenance
15.98
Small Engine Mechanic
14.06
Telecommunication Mechanic I
15.98

Telecommunication Mechanic II
16.95
Telephone Lineman
15.98
Welder, Combination, Maintenance
15.98
Well Driller
15.98
Woodcraft Worker
15.98
Woodworker
12.11
Miscellaneous Occupations
Animal Caretaker
7.88
Carnival Equipment Operator
8.92
Carnival Equipment Repairer
8.42
Carnival Worker
6.74
Cashier
7.83
Desk Clerk
9.58
Embalmer
17.93
Lifeguard
9.42
Mortician
18.23
Park Attendant (Aide)
11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
8.77
Recreation Specialist
12.79
Recycling Worker
10.26
Sales Clerk
9.42
School Crossing Guard (Crosswalk Attendant)
6.56
Sport Official
9.41
Survey Party Chief (Chief of Party)
17.46
Surveying Aide
9.89
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
13.56
Swimming Pool Operator
11.17
Vending Machine Attendant
8.87
Vending Machine Repairer
11.17

Vending Machine Repairer Helper
8.87
Personal Needs Occupations
Child Care Attendant
7.24
Child Care Center Clerk
10.60
Chore Aid
6.78
Homemaker
16.83
Plant and System Operation Occupations
Boiler Tender
16.19
Sewage Plant Operator
15.02
Stationary Engineer
16.19
Ventilation Equipment Tender
11.17
Water Treatment Plant Operator
15.02
Protective Service Occupations
Alarm Monitor
11.13
Corrections Officer
13.12
Court Security Officer
13.12
Detention Officer
13.12
Firefighter
12.05
Guard I
7.83
Guard II
11.13
Police Officer
18.34
Stevedoring/Longshoremen Occupations
Blocker and Bracer
14.65
Hatch Tender
14.65
Line Handler
14.65
Stevedore I
13.60
Stevedore II
15.58
Technical Occupations
Air Traffic Control Specialist, Center
28.21
Air Traffic Control Specialist, Station
19.46
Air Traffic Control Specialist, Terminal
21.43

Archeological Technician I
14.12
Archeological Technician II
15.80
Archeological Technician III
18.72
Cartographic Technician
19.56
Civil Engineering Technician
17.83
Computer Based Training (CBT) Specialist/ Instructor
20.05
Drafter I
11.26
Drafter II
12.76
Drafter III
15.80
Drafter IV
18.56
Engineering Technician I
11.79
Engineering Technician II
15.06
Engineering Technician III
18.49
Engineering Technician IV
21.71
Engineering Technician V
26.51
Engineering Technician VI
32.13
Environmental Technician
17.40
Flight Simulator/Instructor (Pilot)
22.63
Graphic Artist
19.08
Instructor
18.95
Laboratory Technician
14.66
Mathematical Technician
19.56
Paralegal/Legal Assistant I
14.34
Paralegal/Legal Assistant II
17.99
Paralegal/Legal Assistant III
22.00
Paralegal/Legal Assistant IV
26.63
Photooptics Technician
19.56
Technical Writer
20.50

Unexploded (UXO) Safety Escort
 17.93
 Unexploded (UXO) Sweep Personnel
 17.93
 Unexploded Ordnance (UXO) Technician I
 17.93
 Unexploded Ordnance (UXO) Technician II
 21.70
 Unexploded Ordnance (UXO) Technician III
 26.01
 Weather Observer, Combined Upper Air and Surface Programs
 14.66
 Weather Observer, Senior
 16.28
 Weather Observer, Upper Air
 14.66
 Transportation/ Mobile Equipment Operation Occupations
 Bus Driver
 14.00
 Parking and Lot Attendant
 7.52
 Shuttle Bus Driver
 10.02
 Taxi Driver
 8.03
 Truckdriver, Heavy Truck
 17.42
 Truckdriver, Light Truck
 11.02
 Truckdriver, Medium Truck
 15.71
 Truckdriver, Tractor-Trailer
 17.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:
 HEALTH & WELFARE: Life, accident, and health insurance plans, sick
 leave, pension plans,
 civic and personal leave, severance pay, and savings and thrift plans.
 Minimum employer
 contributions costing an average of \$2.56 per hour computed on the
 basis of all hours
 worked by service employees employed on the contract.
 VACATION: 2 weeks paid vacation after 1 year of service with a
 contractor or successor; 3
 weeks after 8 years, and 4 weeks after 15 years. Length of service
 includes the whole span
 of continuous service with the present contractor or successor,
 wherever employed, and with
 the predecessor contractors in the performance of similar work at the
 same Federal
 facility. (Reg. 29 CFR 4.173)
 HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day,
 Martin Luther King
 Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,
 Labor Day, Columbus

Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and

hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION**

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
{Standard Form 1444
(SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment

Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

&&&&&&&&&

WAGE DETERMINATION NO: 94-2559 REV (23) AREA: WA,BREMETON

WAGE DETERMINATION NO: 94-2559 REV (23) AREA: WA,BREMETON
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR
***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH
DOL***

		WASHINGTON D.C. 20210
		Wage Determination No.: 1994-
2559		
William W.Gross	Division of	Revision No.: 23
Director	Wage Determinations	Date Of Last Revision:
05/30/2003		

State: Washington

Area: Washington Counties of Clallam, Grays Harbor, Jefferson, Kitsap, Mason

***Fringe Benefits Required Follow the Occupational Listing**

OCCUPATION CODE - TITLE	MINIMUM
WAGE RATE	
01000 - Administrative Support and Clerical Occupations	

01011 - Accounting Clerk I
10.57
01012 - Accounting Clerk II
12.14
01013 - Accounting Clerk III
14.11
01014 - Accounting Clerk IV
16.27
01030 - Court Reporter
14.40
01050 - Dispatcher, Motor Vehicle
14.40
01060 - Document Preparation Clerk
12.37
01070 - Messenger (Courier)
8.95
01090 - Duplicating Machine Operator
12.37
01110 - Film/Tape Librarian
12.12
01115 - General Clerk I
8.67
01116 - General Clerk II
9.71
01117 - General Clerk III
12.80
01118 - General Clerk IV
13.56
01120 - Housing Referral Assistant
16.84
01131 - Key Entry Operator I
10.90
01132 - Key Entry Operator II
12.04
01191 - Order Clerk I
10.55
01192 - Order Clerk II
14.69
01261 - Personnel Assistant (Employment) I
12.37
01262 - Personnel Assistant (Employment) II
13.45
01263 - Personnel Assistant (Employment) III
14.40
01264 - Personnel Assistant (Employment) IV
16.80
01270 - Production Control Clerk
15.74
01290 - Rental Clerk
11.92
01300 - Scheduler, Maintenance
13.79
01311 - Secretary I
13.66
01312 - Secretary II
13.84

01313 - Secretary III
15.39
01314 - Secretary IV
19.75
01315 - Secretary V
23.70
01320 - Service Order Dispatcher
12.83
01341 - Stenographer I
13.66
01342 - Stenographer II
15.33
01400 - Supply Technician
19.90
01420 - Survey Worker (Interviewer)
14.16
01460 - Switchboard Operator-Receptionist
10.94
01510 - Test Examiner
14.40
01520 - Test Proctor
14.40
01531 - Travel Clerk I
9.53
01532 - Travel Clerk II
10.37
01533 - Travel Clerk III
11.00
01611 - Word Processor I
12.37
01612 - Word Processor II
14.79
01613 - Word Processor III
15.43
03000 - Automatic Data Processing Occupations
03010 - Computer Data Librarian
11.53
03041 - Computer Operator I
13.08
03042 - Computer Operator II
14.63
03043 - Computer Operator III
17.14
03044 - Computer Operator IV
19.95
03045 - Computer Operator V
22.10
03071 - Computer Programmer I (1)
14.73
03072 - Computer Programmer II (1)
18.64
03073 - Computer Programmer III (1)
22.17
03074 - Computer Programmer IV (1)
26.82
03101 - Computer Systems Analyst I (1)
19.06

03102 - Computer Systems Analyst II (1)
 22.11
 03103 - Computer Systems Analyst III (1)
 26.08
 03160 - Peripheral Equipment Operator
 13.75
 05000 - Automotive Service Occupations
 05005 - Automotive Body Repairer, Fiberglass
 19.29
 05010 - Automotive Glass Installer
 18.07
 05040 - Automotive Worker
 18.07
 05070 - Electrician, Automotive
 18.96
 05100 - Mobile Equipment Servicer
 16.86
 05130 - Motor Equipment Metal Mechanic
 19.29
 05160 - Motor Equipment Metal Worker
 18.07
 05190 - Motor Vehicle Mechanic
 19.29
 05220 - Motor Vehicle Mechanic Helper
 16.24
 05250 - Motor Vehicle Upholstery Worker
 17.81
 05280 - Motor Vehicle Wrecker
 18.07
 05310 - Painter, Automotive
 18.67
 05340 - Radiator Repair Specialist
 18.07
 05370 - Tire Repairer
 14.81
 05400 - Transmission Repair Specialist
 19.29
 07000 - Food Preparation and Service Occupations
 (not set) - Food Service Worker
 9.39
 07010 - Baker
 12.59
 07041 - Cook I
 11.74
 07042 - Cook II
 12.59
 07070 - Dishwasher
 9.95
 07130 - Meat Cutter
 14.18
 07250 - Waiter/Waitress
 10.44
 09000 - Furniture Maintenance and Repair Occupations
 09010 - Electrostatic Spray Painter
 18.67
 09040 - Furniture Handler
 14.68

09070 - Furniture Refinisher
18.67
09100 - Furniture Refinisher Helper
16.24
09110 - Furniture Repairer, Minor
17.47
09130 - Upholsterer
18.67
11030 - General Services and Support Occupations
11030 - Cleaner, Vehicles
10.33
11060 - Elevator Operator
10.38
11090 - Gardener
12.10
11121 - House Keeping Aid I
9.33
11122 - House Keeping Aid II
9.95
11150 - Janitor
10.38
11210 - Laborer, Grounds Maintenance
11.48
11240 - Maid or Houseman
9.39
11270 - Pest Controller
12.69
11300 - Refuse Collector
11.44
11330 - Tractor Operator
11.88
11360 - Window Cleaner
10.89
12000 - Health Occupations
12020 - Dental Assistant
13.55
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
14.34
12071 - Licensed Practical Nurse I
11.26
12072 - Licensed Practical Nurse II
12.64
12073 - Licensed Practical Nurse III
14.15
12100 - Medical Assistant
11.26
12130 - Medical Laboratory Technician
12.64
12160 - Medical Record Clerk
10.51
12190 - Medical Record Technician
14.57
12221 - Nursing Assistant I
9.09
12222 - Nursing Assistant II
8.99

12223 - Nursing Assistant III
10.62
12224 - Nursing Assistant IV
12.55
12250 - Pharmacy Technician
12.46
12280 - Phlebotomist
12.64
12311 - Registered Nurse I
17.38
12312 - Registered Nurse II
21.25
12313 - Registered Nurse II, Specialist
21.25
12314 - Registered Nurse III
25.73
12315 - Registered Nurse III, Anesthetist
25.73
12316 - Registered Nurse IV
30.83
13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
15.29
13011 - Exhibits Specialist I
17.04
13012 - Exhibits Specialist II
19.38
13013 - Exhibits Specialist III
23.31
13041 - Illustrator I
17.04
13042 - Illustrator II
19.38
13043 - Illustrator III
23.31
13047 - Librarian
22.58
13050 - Library Technician
14.16
13071 - Photographer I
14.40
13072 - Photographer II
17.04
13073 - Photographer III
19.60
13074 - Photographer IV
23.31
13075 - Photographer V
28.19
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations
15010 - Assembler
7.43
15030 - Counter Attendant
7.43
15040 - Dry Cleaner
8.94

15070 - Finisher, Flatwork, Machine
7.43
15090 - Presser, Hand
7.43
15100 - Presser, Machine, Drycleaning
7.43
15130 - Presser, Machine, Shirts
7.43
15160 - Presser, Machine, Wearing Apparel, Laundry
7.43
15190 - Sewing Machine Operator
9.55
15220 - Tailor
10.13
15250 - Washer, Machine
8.10
19000 - Machine Tool Operation and Repair Occupations
19010 - Machine-Tool Operator (Toolroom)
18.67
19040 - Tool and Die Maker
21.10
21000 - Material Handling and Packing Occupations
21010 - Fuel Distribution System Operator
16.72
21020 - Material Coordinator
14.72
21030 - Material Expediter
14.72
21040 - Material Handling Laborer
13.58
21050 - Order Filler
13.15
21071 - Forklift Operator
17.65
21080 - Production Line Worker (Food Processing)
13.70
21100 - Shipping/Receiving Clerk
15.11
21130 - Shipping Packer
10.13
21140 - Store Worker I
12.23
21150 - Stock Clerk (Shelf Stocker; Store Worker II)
15.07
21210 - Tools and Parts Attendant
16.14
21400 - Warehouse Specialist
15.75
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
18.95
23040 - Aircraft Mechanic Helper
16.24
23050 - Aircraft Quality Control Inspector
19.91
23060 - Aircraft Servicer
17.47

23070 - Aircraft Worker
18.07
23100 - Appliance Mechanic
16.97
23120 - Bicycle Repairer
14.81
23125 - Cable Splicer
19.29
23130 - Carpenter, Maintenance
17.78
23140 - Carpet Layer
18.07
23160 - Electrician, Maintenance
19.29
23181 - Electronics Technician, Maintenance I
18.07
23182 - Electronics Technician, Maintenance II
18.67
23183 - Electronics Technician, Maintenance III
19.29
23260 - Fabric Worker
17.47
23290 - Fire Alarm System Mechanic
19.29
23310 - Fire Extinguisher Repairer
17.26
23340 - Fuel Distribution System Mechanic
19.29
23370 - General Maintenance Worker
16.43
23400 - Heating, Refrigeration and Air Conditioning Mechanic
19.78
23430 - Heavy Equipment Mechanic
19.29
23440 - Heavy Equipment Operator
19.03
23460 - Instrument Mechanic
19.29
23470 - Laborer
11.44
23500 - Locksmith
16.97
23530 - Machinery Maintenance Mechanic
17.54
23550 - Machinist, Maintenance
19.29
23580 - Maintenance Trades Helper
14.76
23640 - Millwright
19.29
23700 - Office Appliance Repairer
18.67
23740 - Painter, Aircraft
18.67
23760 - Painter, Maintenance
18.67

23790 - Pipefitter, Maintenance
19.29
23800 - Plumber, Maintenance
18.67
23820 - Pneudraulic Systems Mechanic
19.29
23850 - Rigger
18.67
23870 - Scale Mechanic
18.07
23890 - Sheet-Metal Worker, Maintenance
19.29
23910 - Small Engine Mechanic
18.07
23930 - Telecommunication Mechanic I
19.29
23931 - Telecommunication Mechanic II
19.91
23950 - Telephone Lineman
19.29
23960 - Welder, Combination, Maintenance
19.25
23965 - Well Driller
19.29
23970 - Woodcraft Worker
19.29
23980 - Woodworker
17.32
24000 - Personal Needs Occupations
24570 - Child Care Attendant
8.02
24580 - Child Care Center Clerk
10.01
24600 - Chore Aid
10.33
24630 - Homemaker
13.38
25000 - Plant and System Operation Occupations
25010 - Boiler Tender
20.86
25040 - Sewage Plant Operator
19.04
25070 - Stationary Engineer
20.86
25190 - Ventilation Equipment Tender
16.24
25210 - Water Treatment Plant Operator
20.25
27000 - Protective Service Occupations
(not set) - Police Officer
23.48
27004 - Alarm Monitor
13.39
27006 - Corrections Officer
19.80
27010 - Court Security Officer
23.51

27040 - Detention Officer
23.51
27070 - Firefighter
23.53
27101 - Guard I
9.38
27102 - Guard II
14.00
28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
15.25
28020 - Hatch Tender
15.25
28030 - Line Handler
15.25
28040 - Stevedore I
13.38
28050 - Stevedore II
14.31
29000 - Technical Occupations
21150 - Graphic Artist
16.51
29010 - Air Traffic Control Specialist, Center (2)
29.03
29011 - Air Traffic Control Specialist, Station (2)
20.02
29012 - Air Traffic Control Specialist, Terminal (2)
22.05
29023 - Archeological Technician I
14.16
29024 - Archeological Technician II
15.84
29025 - Archeological Technician III
19.60
29030 - Cartographic Technician
20.49
29035 - Computer Based Training (CBT) Specialist/ Instructor
19.06
29040 - Civil Engineering Technician
18.24
29061 - Drafter I
12.45
29062 - Drafter II
14.40
29063 - Drafter III
17.04
29064 - Drafter IV
19.60
29081 - Engineering Technician I
12.45
29082 - Engineering Technician II
14.40
29083 - Engineering Technician III
17.04
29084 - Engineering Technician IV
19.60

29085 - Engineering Technician V
23.98
29086 - Engineering Technician VI
29.00
29090 - Environmental Technician
19.60
29100 - Flight Simulator/Instructor (Pilot)
19.91
29160 - Instructor
20.22
29210 - Laboratory Technician
15.53
29240 - Mathematical Technician
17.35
29361 - Paralegal/Legal Assistant I
14.79
29362 - Paralegal/Legal Assistant II
18.25
29363 - Paralegal/Legal Assistant III
22.33
29364 - Paralegal/Legal Assistant IV
26.20
29390 - Photooptics Technician
17.13
29480 - Technical Writer
25.22
29491 - Unexploded Ordnance (UXO) Technician I
18.45
29492 - Unexploded Ordnance (UXO) Technician II
22.32
29493 - Unexploded Ordnance (UXO) Technician III
26.76
29494 - Unexploded (UXO) Safety Escort
18.45
29495 - Unexploded (UXO) Sweep Personnel
18.45
29620 - Weather Observer, Senior (3)
17.35
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
14.91
29622 - Weather Observer, Upper Air (3)
14.91
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver
15.74
31260 - Parking and Lot Attendant
11.51
31290 - Shuttle Bus Driver
13.59
31300 - Taxi Driver
13.08
31361 - Truckdriver, Light Truck
12.82
31362 - Truckdriver, Medium Truck
15.46
31363 - Truckdriver, Heavy Truck
15.63

31364 - Truckdriver, Tractor-Trailer
16.44
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
10.90
99030 - Cashier
8.02
99041 - Carnival Equipment Operator
11.31
99042 - Carnival Equipment Repairer
11.75
99043 - Carnival Worker
9.95
99050 - Desk Clerk
9.28
99095 - Embalmer
20.16
99300 - Lifeguard
8.76
99310 - Mortician
18.95
99350 - Park Attendant (Aide)
11.01
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
7.61
99500 - Recreation Specialist
12.56
99510 - Recycling Worker
13.01
99610 - Sales Clerk
8.76
99620 - School Crossing Guard (Crosswalk Attendant)
10.95
99630 - Sport Official
7.22
99658 - Survey Party Chief (Chief of Party)
13.50
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
9.57
99660 - Surveying Aide
6.97
99690 - Swimming Pool Operator
13.13
99720 - Vending Machine Attendant
12.44
99730 - Vending Machine Repairer
13.13
99740 - Vending Machine Repairer Helper
12.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:
HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month
VACATION: 2 weeks paid vacation after 1 year of service with a
contractor or
successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length
of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the

performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther

King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A

contractor may substitute for any of the named holidays another day off with pay in

accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:

An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.

at the rate of basic pay plus a night pay differential amounting to 10 percent of

the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a

regular tour of duty, you will earn a night differential and receive an additional

10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time

employed (40 hours a week) and Sunday is part of your regularly scheduled workweek,

you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic

rate for each hour of Sunday work which is not overtime (i.e.

occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or

in close proximity to ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or

explosives. Demilitarization, modification, renovation, demolition, and maintenance

operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION

**

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as

amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

publication may be obtained from the Superintendent of Documents, at 202-783-3238,

or by writing to the Superintendent of Documents, U.S. Government Printing Office,

Washington, D.C. 20402. Copies of specific job descriptions may also be obtained

from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

{Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

&&&&&&&&

WAGE DETERMINATION NO: 94-2560 REV (16) AREA: WA,BREMETON

WAGE DETERMINATION NO: 94-2560 REV (16) AREA: WA,BREMETON
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR
***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH
DOL***

WASHINGTON D.C. 20210

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|
| Wage Determination No.: 1994-

2560
William W.Gross Division of | Revision No.: 16
Director Wage Determinations| Date Of Last Revision:
08/15/2002

State: Washington

Area: Washington Counties of Clallam, Grays Harbor, Jefferson, Kitsap,
Mason

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM
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WAGE RATE
Administrative Support and Clerical Occupations

Accounting Clerk I	10.57
Accounting Clerk II	12.14
Accounting Clerk III	14.11
Accounting Clerk IV	16.27
Court Reporter	14.40
Dispatcher, Motor Vehicle	14.40
Document Preparation Clerk	12.37
Duplicating Machine Operator	12.37
Film/Tape Librarian	12.12
General Clerk I	8.67
General Clerk II	9.71
General Clerk III	12.80
General Clerk IV	13.56
Housing Referral Assistant	16.84
Key Entry Operator I	10.90
Key Entry Operator II	12.04

Messenger (Courier)
8.95
Order Clerk I
10.55
Order Clerk II
14.69
Personnel Assistant (Employment) I
12.37
Personnel Assistant (Employment) II
13.45
Personnel Assistant (Employment) III
14.40
Personnel Assistant (Employment) IV
16.80
Production Control Clerk
15.74
Rental Clerk
11.92
Scheduler, Maintenance
13.79
Secretary I
13.66
Secretary II
13.84
Secretary III
15.39
Secretary IV
19.75
Secretary V
23.70
Service Order Dispatcher
12.83
Stenographer I
13.66
Stenographer II
15.33
Supply Technician
19.90
Survey Worker (Interviewer)
14.16
Switchboard Operator-Receptionist
10.94
Test Examiner
14.40
Test Proctor
14.40
Travel Clerk I
9.53
Travel Clerk II
10.37
Travel Clerk III
11.00
Word Processor I
12.37
Word Processor II
14.79

Word Processor III
15.43
Automatic Data Processing Occupations
Computer Data Librarian
11.53
Computer Operator I
13.08
Computer Operator II
14.63
Computer Operator III
17.14
Computer Operator IV
19.95
Computer Operator V
22.10
Computer Programmer I (1)
14.73
Computer Programmer II (1)
18.64
Computer Programmer III (1)
22.17
Computer Programmer IV (1)
26.82
Computer Systems Analyst I (1)
19.06
Computer Systems Analyst II (1)
22.11
Computer Systems Analyst III (1)
26.08
Peripheral Equipment Operator
13.75
Automotive Service Occupations
Automotive Body Repairer, Fiberglass
19.29
Automotive Glass Installer
18.07
Automotive Worker
18.07
Electrician, Automotive
18.96
Mobile Equipment Servicer
16.86
Motor Equipment Metal Mechanic
19.29
Motor Equipment Metal Worker
18.07
Motor Vehicle Mechanic
19.29
Motor Vehicle Mechanic Helper
16.24
Motor Vehicle Upholstery Worker
17.81
Motor Vehicle Wrecker
18.07
Painter, Automotive
18.67

Radiator Repair Specialist
18.07
Tire Repairer
14.81
Transmission Repair Specialist
19.29
Food Preparation and Service Occupations
Baker
12.59
Cook I
11.74
Cook II
12.59
Dishwasher
9.95
Food Service Worker
9.39
Meat Cutter
14.18
Waiter/Waitress
10.44
Furniture Maintenance and Repair Occupations
Electrostatic Spray Painter
18.67
Furniture Handler
14.68
Furniture Refinisher
18.67
Furniture Refinisher Helper
16.24
Furniture Repairer, Minor
17.47
Upholsterer
18.67
General Services and Support Occupations
Cleaner, Vehicles
10.33
Elevator Operator
10.38
Gardener
12.10
House Keeping Aid I
9.33
House Keeping Aid II
9.95
Janitor
10.38
Laborer, Grounds Maintenance
11.48
Maid or Houseman
9.39
Pest Controller
12.69
Refuse Collector
11.44
Tractor Operator
11.88

Window Cleaner
10.89
Health Occupations
Dental Assistant
13.55
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
14.34
Licensed Practical Nurse I
11.26
Licensed Practical Nurse II
12.64
Licensed Practical Nurse III
14.15
Medical Assistant
11.26
Medical Laboratory Technician
12.64
Medical Record Clerk
10.51
Medical Record Technician
14.57
Nursing Assistant I
9.09
Nursing Assistant II
8.99
Nursing Assistant III
10.62
Nursing Assistant IV
12.55
Pharmacy Technician
12.46
Phlebotomist
12.64
Registered Nurse I
17.38
Registered Nurse II
21.25
Registered Nurse II, Specialist
21.25
Registered Nurse III
25.73
Registered Nurse III, Anesthetist
25.73
Registered Nurse IV
30.83
Information and Arts Occupations
Audiovisual Librarian
15.29
Exhibits Specialist I
17.04
Exhibits Specialist II
19.38
Exhibits Specialist III
23.31
Illustrator I
17.04

Illustrator II
19.38
Illustrator III
23.31
Librarian
22.58
Library Technician
14.16
Photographer I
14.40
Photographer II
17.04
Photographer III
19.60
Photographer IV
23.31
Photographer V
28.19
Laundry, Dry Cleaning, Pressing and Related Occupations
Assembler
7.43
Counter Attendant
7.43
Dry Cleaner
8.94
Finisher, Flatwork, Machine
7.43
Presser, Hand
7.43
Presser, Machine, Drycleaning
7.43
Presser, Machine, Shirts
7.43
Presser, Machine, Wearing Apparel, Laundry
7.43
Sewing Machine Operator
9.55
Tailor
10.13
Washer, Machine
8.10
Machine Tool Operation and Repair Occupations
Machine-Tool Operator (Toolroom)
18.67
Tool and Die Maker
21.10
Material Handling and Packing Occupations
Forklift Operator
17.65
Fuel Distribution System Operator
16.72
Material Coordinator
14.72
Material Expediter
14.72
Material Handling Laborer
13.58

Order Filler
13.15
Production Line Worker (Food Processing)
13.70
Shipping Packer
10.13
Shipping/Receiving Clerk
15.11
Stock Clerk (Shelf Stocker; Store Worker II)
15.07
Store Worker I
12.23
Tools and Parts Attendant
16.14
Warehouse Specialist
15.75
Mechanics and Maintenance and Repair Occupations
Aircraft Mechanic
18.95
Aircraft Mechanic Helper
16.24
Aircraft Quality Control Inspector
19.91
Aircraft Servicer
17.47
Aircraft Worker
18.07
Appliance Mechanic
16.97
Bicycle Repairer
14.81
Cable Splicer
19.29
Carpenter, Maintenance
17.78
Carpet Layer
18.07
Electrician, Maintenance
19.29
Electronics Technician, Maintenance I
18.07
Electronics Technician, Maintenance II
18.67
Electronics Technician, Maintenance III
19.29
Fabric Worker
17.47
Fire Alarm System Mechanic
19.29
Fire Extinguisher Repairer
17.26
Fuel Distribution System Mechanic
19.29
General Maintenance Worker
16.43
Heating, Refrigeration and Air Conditioning Mechanic
19.78

Heavy Equipment Mechanic
19.29
Heavy Equipment Operator
19.03
Instrument Mechanic
19.29
Laborer
11.44
Locksmith
16.97
Machinery Maintenance Mechanic
17.54
Machinist, Maintenance
19.29
Maintenance Trades Helper
14.76
Millwright
19.29
Office Appliance Repairer
18.67
Painter, Aircraft
18.67
Painter, Maintenance
18.67
Pipefitter, Maintenance
19.29
Plumber, Maintenance
18.67
Pneudraulic Systems Mechanic
19.29
Rigger
18.67
Scale Mechanic
18.07
Sheet-Metal Worker, Maintenance
19.29
Small Engine Mechanic
18.07
Telecommunication Mechanic I
19.29
Telecommunication Mechanic II
19.91
Telephone Lineman
19.29
Welder, Combination, Maintenance
19.25
Well Driller
19.29
Woodcraft Worker
19.29
Woodworker
17.32
Miscellaneous Occupations
Animal Caretaker
10.90
Carnival Equipment Operator
11.31

Carnival Equipment Repairer
11.75
Carnival Worker
9.95
Cashier
8.02
Desk Clerk
9.28
Embalmer
20.16
Lifeguard
8.76
Mortician
18.95
Park Attendant (Aide)
11.01
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
7.61
Recreation Specialist
12.56
Recycling Worker
13.01
Sales Clerk
8.76
School Crossing Guard (Crosswalk Attendant)
10.95
Sport Official
7.22
Survey Party Chief (Chief of Party)
13.50
Surveying Aide
6.97
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
9.57
Swimming Pool Operator
13.13
Vending Machine Attendant
12.44
Vending Machine Repairer
13.13
Vending Machine Repairer Helper
12.44
Personal Needs Occupations
Child Care Attendant
8.02
Child Care Center Clerk
10.01
Chore Aid
10.33
Homemaker
13.38
Plant and System Operation Occupations
Boiler Tender
20.86
Sewage Plant Operator
19.04

Stationary Engineer
20.86
Ventilation Equipment Tender
16.24
Water Treatment Plant Operator
20.25
Protective Service Occupations
Alarm Monitor
13.39
Corrections Officer
19.80
Court Security Officer
23.51
Detention Officer
23.51
Firefighter
23.53
Guard I
9.38
Guard II
14.00
Police Officer
23.48
Stevedoring/Longshoremen Occupations
Blocker and Bracer
15.25
Hatch Tender
15.25
Line Handler
15.25
Stevedore I
13.38
Stevedore II
14.31
Technical Occupations
Air Traffic Control Specialist, Center (2)
29.03
Air Traffic Control Specialist, Station (2)
20.02
Air Traffic Control Specialist, Terminal (2)
22.05
Archeological Technician I
14.16
Archeological Technician II
15.84
Archeological Technician III
19.60
Cartographic Technician
20.49
Civil Engineering Technician
18.24
Computer Based Training (CBT) Specialist/ Instructor
19.06
Drafter I
12.45
Drafter II
14.40

Drafter III
17.04
Drafter IV
19.60
Engineering Technician I
12.45
Engineering Technician II
14.40
Engineering Technician III
17.04
Engineering Technician IV
19.60
Engineering Technician V
23.98
Engineering Technician VI
29.00
Environmental Technician
19.60
Flight Simulator/Instructor (Pilot)
19.91
Graphic Artist
16.51
Instructor
20.22
Laboratory Technician
15.53
Mathematical Technician
17.35
Paralegal/Legal Assistant I
14.79
Paralegal/Legal Assistant II
18.25
Paralegal/Legal Assistant III
22.33
Paralegal/Legal Assistant IV
26.20
Photooptics Technician
17.13
Technical Writer
25.22
Unexploded (UXO) Safety Escort
18.45
Unexploded (UXO) Sweep Personnel
18.45
Unexploded Ordnance (UXO) Technician I
18.45
Unexploded Ordnance (UXO) Technician II
22.32
Unexploded Ordnance (UXO) Technician III
26.76
Weather Observer, Combined Upper Air and Surface Programs (3)
14.91
Weather Observer, Senior (3)
17.35
Weather Observer, Upper Air (3)
14.91
Transportation/ Mobile Equipment Operation Occupations

Bus Driver
15.74
Parking and Lot Attendant
11.51
Shuttle Bus Driver
13.59
Taxi Driver
13.08
Truckdriver, Heavy Truck
15.63
Truckdriver, Light Truck
12.82
Truckdriver, Medium Truck
15.46
Truckdriver, Tractor-Trailer
16.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer

contributions costing an average of \$2.56 per hour computed on the basis of all hours

worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3

weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span

of continuous service with the present contractor or successor, wherever employed, and with

the predecessor contractors in the performance of similar work at the same Federal

facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King

Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus

Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for

any of the named holidays another day off with pay in accordance with a plan communicated

to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:

An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the

rate of basic pay plus a night pay differential amounting to 10 percent of the rate of

basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** NOTES APPLYING TO THIS WAGE DETERMINATION

**

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service

Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the

Third Supplement, dated March 1997, unless otherwise indicated. This publication may be

obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
{Standard Form 1444
(SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the

action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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WAGE DETERMINATION NO: 94-2474 REV (22) AREA: SC,CHARLESTON

WAGE DETERMINATION NO: 94-2474 REV (22) AREA: SC,CHARLESTON
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR
***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH
DOL***

		WASHINGTON D.C. 20210
		Wage Determination No.: 1994-
2474		
William W.Gross	Division of	Revision No.: 22
Director	Wage Determinations	Date Of Last Revision:
06/05/2003		

State: **South Carolina**
Area: **South Carolina** Counties of **Beaufort**, Berkeley, Charleston,
Colleton,
Dorchester, Georgetown, Williamsburg

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM
WAGE RATE	
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.22
01012 - Accounting Clerk II	10.47
01013 - Accounting Clerk III	12.46
01014 - Accounting Clerk IV	13.97
01030 - Court Reporter	12.93
01050 - Dispatcher, Motor Vehicle	14.17
01060 - Document Preparation Clerk	10.40
01070 - Messenger (Courier)	7.76
01090 - Duplicating Machine Operator	10.40
01110 - Film/Tape Librarian	11.49
01115 - General Clerk I	8.67
01116 - General Clerk II	9.74
01117 - General Clerk III	10.62
01118 - General Clerk IV	11.95
01120 - Housing Referral Assistant	17.42
01131 - Key Entry Operator I	9.49
01132 - Key Entry Operator II	10.79
01191 - Order Clerk I	8.91
01192 - Order Clerk II	11.14
01261 - Personnel Assistant (Employment) I	9.59
01262 - Personnel Assistant (Employment) II	10.79
01263 - Personnel Assistant (Employment) III	12.46
01264 - Personnel Assistant (Employment) IV	14.01
01270 - Production Control Clerk	13.97
01290 - Rental Clerk	10.02

01300 - Scheduler, Maintenance
12.64
01311 - Secretary I
12.64
01312 - Secretary II
14.16
01313 - Secretary III
17.42
01314 - Secretary IV
17.78
01315 - Secretary V
19.54
01320 - Service Order Dispatcher
12.59
01341 - Stenographer I
11.98
01342 - Stenographer II
12.38
01400 - Supply Technician
13.76
01420 - Survey Worker (Interviewer)
12.39
01460 - Switchboard Operator-Receptionist
8.89
01510 - Test Examiner
14.16
01520 - Test Proctor
14.16
01531 - Travel Clerk I
9.15
01532 - Travel Clerk II
9.75
01533 - Travel Clerk III
10.43
01611 - Word Processor I
8.43
01612 - Word Processor II
10.52
01613 - Word Processor III
11.76
03000 - Automatic Data Processing Occupations
03010 - Computer Data Librarian
9.13
03041 - Computer Operator I
9.13
03042 - Computer Operator II
11.59
03043 - Computer Operator III
15.03
03044 - Computer Operator IV
16.71
03045 - Computer Operator V
18.50
03071 - Computer Programmer I (1)
15.58
03072 - Computer Programmer II (1)
19.28

03073 - Computer Programmer III (1)
 24.59
 03074 - Computer Programmer IV (1)
 26.87
 03101 - Computer Systems Analyst I (1)
 23.30
 03102 - Computer Systems Analyst II (1)
 27.62
 03103 - Computer Systems Analyst III (1)
 27.62
 03160 - Peripheral Equipment Operator
 10.65
 05000 - Automotive Service Occupations
 05005 - Automotive Body Repairer, Fiberglass
 16.13
 05010 - Automotive Glass Installer
 14.51
 05040 - Automotive Worker
 15.71
 05070 - Electrician, Automotive
 15.24
 05100 - Mobile Equipment Servicer
 13.07
 05130 - Motor Equipment Metal Mechanic
 17.27
 05160 - Motor Equipment Metal Worker
 15.71
 05190 - Motor Vehicle Mechanic
 17.27
 05220 - Motor Vehicle Mechanic Helper
 12.37
 05250 - Motor Vehicle Upholstery Worker
 14.94
 05280 - Motor Vehicle Wrecker
 15.71
 05310 - Painter, Automotive
 15.24
 05340 - Radiator Repair Specialist
 15.71
 05370 - Tire Repairer
 11.58
 05400 - Transmission Repair Specialist
 17.27
 07000 - Food Preparation and Service Occupations
 (not set) - Food Service Worker
 7.61
 07010 - Baker
 8.69
 07041 - Cook I
 8.07
 07042 - Cook II
 9.30
 07070 - Dishwasher
 6.67
 07130 - Meat Cutter
 10.14

07250 - Waiter/Waitress
6.51
09000 - Furniture Maintenance and Repair Occupations
09010 - Electrostatic Spray Painter
13.96
09040 - Furniture Handler
10.72
09070 - Furniture Refinisher
13.97
09100 - Furniture Refinisher Helper
11.34
09110 - Furniture Repairer, Minor
12.66
09130 - Upholsterer
13.97
11030 - General Services and Support Occupations
11030 - Cleaner, Vehicles
7.31
11060 - Elevator Operator
7.31
11090 - Gardener
9.85
11121 - House Keeping Aid I
6.97
11122 - House Keeping Aid II
8.39
11150 - Janitor
7.67
11210 - Laborer, Grounds Maintenance
8.22
11240 - Maid or Houseman
6.97
11270 - Pest Controller
10.38
11300 - Refuse Collector
8.82
11330 - Tractor Operator
9.28
11360 - Window Cleaner
8.35
12000 - Health Occupations
12020 - Dental Assistant
13.52
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
11.36
12071 - Licensed Practical Nurse I
11.92
12072 - Licensed Practical Nurse II
13.37
12073 - Licensed Practical Nurse III
14.96
12100 - Medical Assistant
9.95
12130 - Medical Laboratory Technician
14.15
12160 - Medical Record Clerk
12.45

12190 - Medical Record Technician
13.47
12221 - Nursing Assistant I
7.34
12222 - Nursing Assistant II
7.53
12223 - Nursing Assistant III
8.23
12224 - Nursing Assistant IV
9.22
12250 - Pharmacy Technician
12.11
12280 - Phlebotomist
12.09
12311 - Registered Nurse I
17.57
12312 - Registered Nurse II
21.50
12313 - Registered Nurse II, Specialist
21.50
12314 - Registered Nurse III
26.00
12315 - Registered Nurse III, Anesthetist
26.00
12316 - Registered Nurse IV
31.18
13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
14.52
13011 - Exhibits Specialist I
14.17
13012 - Exhibits Specialist II
18.00
13013 - Exhibits Specialist III
21.45
13041 - Illustrator I
14.17
13042 - Illustrator II
18.00
13043 - Illustrator III
21.45
13047 - Librarian
18.16
13050 - Library Technician
12.39
13071 - Photographer I
11.52
13072 - Photographer II
12.88
13073 - Photographer III
16.36
13074 - Photographer IV
19.50
13075 - Photographer V
23.60
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler
7.16
15030 - Counter Attendant
7.16
15040 - Dry Cleaner
8.21
15070 - Finisher, Flatwork, Machine
7.16
15090 - Presser, Hand
7.16
15100 - Presser, Machine, Drycleaning
7.16
15130 - Presser, Machine, Shirts
7.16
15160 - Presser, Machine, Wearing Apparel, Laundry
7.16
15190 - Sewing Machine Operator
9.07
15220 - Tailor
9.54
15250 - Washer, Machine
7.44
19000 - Machine Tool Operation and Repair Occupations
19010 - Machine-Tool Operator (Toolroom)
16.05
19040 - Tool and Die Maker
19.17
21000 - Material Handling and Packing Occupations
21010 - Fuel Distribution System Operator
12.70
21020 - Material Coordinator
12.73
21030 - Material Expediter
12.73
21040 - Material Handling Laborer
9.53
21050 - Order Filler
10.97
21071 - Forklift Operator
11.32
21080 - Production Line Worker (Food Processing)
10.82
21100 - Shipping/Receiving Clerk
11.78
21130 - Shipping Packer
10.78
21140 - Store Worker I
9.64
21150 - Stock Clerk (Shelf Stocker; Store Worker II)
12.27
21210 - Tools and Parts Attendant
10.76
21400 - Warehouse Specialist
11.88
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
16.57

23040 - Aircraft Mechanic Helper
12.46
23050 - Aircraft Quality Control Inspector
16.81
23060 - Aircraft Servicer
13.92
23070 - Aircraft Worker
14.63
23100 - Appliance Mechanic
15.52
23120 - Bicycle Repairer
11.58
23125 - Cable Splicer
19.18
23130 - Carpenter, Maintenance
13.96
23140 - Carpet Layer
13.94
23160 - Electrician, Maintenance
16.81
23181 - Electronics Technician, Maintenance I
16.04
23182 - Electronics Technician, Maintenance II
18.26
23183 - Electronics Technician, Maintenance III
21.27
23260 - Fabric Worker
13.20
23290 - Fire Alarm System Mechanic
16.16
23310 - Fire Extinguisher Repairer
12.31
23340 - Fuel Distribution System Mechanic
14.69
23370 - General Maintenance Worker
12.58
23400 - Heating, Refrigeration and Air Conditioning Mechanic
15.15
23430 - Heavy Equipment Mechanic
16.81
23440 - Heavy Equipment Operator
16.81
23460 - Instrument Mechanic
19.34
23470 - Laborer
8.62
23500 - Locksmith
14.68
23530 - Machinery Maintenance Mechanic
18.72
23550 - Machinist, Maintenance
14.62
23580 - Maintenance Trades Helper
11.33
23640 - Millwright
16.84

23700 - Office Appliance Repairer
14.68
23740 - Painter, Aircraft
15.24
23760 - Painter, Maintenance
13.96
23790 - Pipefitter, Maintenance
14.62
23800 - Plumber, Maintenance
13.97
23820 - Pneudraulic Systems Mechanic
14.83
23850 - Rigger
14.62
23870 - Scale Mechanic
13.94
23890 - Sheet-Metal Worker, Maintenance
14.62
23910 - Small Engine Mechanic
13.30
23930 - Telecommunication Mechanic I
14.85
23931 - Telecommunication Mechanic II
15.52
23950 - Telephone Lineman
14.85
23960 - Welder, Combination, Maintenance
14.62
23965 - Well Driller
14.83
23970 - Woodcraft Worker
14.62
23980 - Woodworker
12.64
24000 - Personal Needs Occupations
24570 - Child Care Attendant
6.71
24580 - Child Care Center Clerk
8.37
24600 - Chore Aid
7.55
24630 - Homemaker
9.47
25000 - Plant and System Operation Occupations
25010 - Boiler Tender
14.83
25040 - Sewage Plant Operator
14.89
25070 - Stationary Engineer
14.83
25190 - Ventilation Equipment Tender
11.57
25210 - Water Treatment Plant Operator
14.82
27000 - Protective Service Occupations
(not set) - Police Officer
14.94

27004 - Alarm Monitor
10.51
27006 - Corrections Officer
12.45
27010 - Court Security Officer
12.45
27040 - Detention Officer
12.45
27070 - Firefighter
12.27
27101 - Guard I
7.74
27102 - Guard II
11.54
28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
13.94
28020 - Hatch Tender
13.94
28030 - Line Handler
13.94
28040 - Stevedore I
11.53
28050 - Stevedore II
14.00
29000 - Technical Occupations
21150 - Graphic Artist
19.13
29010 - Air Traffic Control Specialist, Center (2)
29.36
29011 - Air Traffic Control Specialist, Station (2)
20.24
29012 - Air Traffic Control Specialist, Terminal (2)
22.29
29023 - Archeological Technician I
16.26
29024 - Archeological Technician II
18.22
29025 - Archeological Technician III
22.54
29030 - Cartographic Technician
23.76
29035 - Computer Based Training (CBT) Specialist/ Instructor
23.30
29040 - Civil Engineering Technician
18.50
29061 - Drafter I
14.44
29062 - Drafter II
17.40
29063 - Drafter III
18.12
29064 - Drafter IV
23.04
29081 - Engineering Technician I
13.64

29082 - Engineering Technician II
15.31
29083 - Engineering Technician III
19.09
29084 - Engineering Technician IV
23.82
29085 - Engineering Technician V
25.93
29086 - Engineering Technician VI
31.35
29090 - Environmental Technician
21.27
29100 - Flight Simulator/Instructor (Pilot)
27.62
29160 - Instructor
16.89
29210 - Laboratory Technician
18.16
29240 - Mathematical Technician
22.39
29361 - Paralegal/Legal Assistant I
14.65
29362 - Paralegal/Legal Assistant II
15.45
29363 - Paralegal/Legal Assistant III
18.88
29364 - Paralegal/Legal Assistant IV
22.86
29390 - Photooptics Technician
20.63
29480 - Technical Writer
21.30
29491 - Unexploded Ordnance (UXO) Technician I
18.66
29492 - Unexploded Ordnance (UXO) Technician II
22.57
29493 - Unexploded Ordnance (UXO) Technician III
27.05
29494 - Unexploded (UXO) Safety Escort
18.66
29495 - Unexploded (UXO) Sweep Personnel
18.66
29620 - Weather Observer, Senior (3)
17.51
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
15.76
29622 - Weather Observer, Upper Air (3)
15.76
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver
11.80
31260 - Parking and Lot Attendant
7.98
31290 - Shuttle Bus Driver
11.11
31300 - Taxi Driver
10.49

31361 - Truckdriver, Light Truck
12.30
31362 - Truckdriver, Medium Truck
12.98
31363 - Truckdriver, Heavy Truck
15.71
31364 - Truckdriver, Tractor-Trailer
15.71
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
7.41
99030 - Cashier
6.44
99041 - Carnival Equipment Operator
8.96
99042 - Carnival Equipment Repairer
9.51
99043 - Carnival Worker
7.29
99050 - Desk Clerk
8.61
99095 - Embalmer
18.84
99300 - Lifeguard
9.05
99310 - Mortician
18.84
99350 - Park Attendant (Aide)
10.79
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
7.87
99500 - Recreation Specialist
13.40
99510 - Recycling Worker
10.67
99610 - Sales Clerk
8.53
99620 - School Crossing Guard (Crosswalk Attendant)
6.68
99630 - Sport Official
7.87
99658 - Survey Party Chief (Chief of Party)
10.24
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
9.31
99660 - Surveying Aide
8.54
99690 - Swimming Pool Operator
10.19
99720 - Vending Machine Attendant
7.13
99730 - Vending Machine Repairer
9.36
99740 - Vending Machine Repairer Helper
7.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.

Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION

**

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as

amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

publication may be obtained from the Superintendent of Documents, at 202-783-3238,

or by writing to the Superintendent of Documents, U.S. Government Printing Office,

Washington, D.C. 20402. Copies of specific job descriptions may also be obtained

from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

{Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
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Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

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WAGE DETERMINATION NO: 94-2115 REV (30) AREA: FL,JACKSONVILLE

WAGE DETERMINATION NO: 94-2115 REV (30) AREA: FL,JACKSONVILLE
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH
DOL***

| WASHINGTON D.C. 20210
|
|
|
| Wage Determination No.: 1994-
2115

William W.Gross Division of | Revision No.: 30
Director Wage Determinations| Date Of Last Revision:
06/26/2003

States: **Florida**, Georgia

Area: **Florida** Counties of Baker, Clay, Columbia, Duval, Hamilton,
Lafayette,

Madison, Nassau, Putnam, Saint Johns, Suwannee, Taylor

Georgia Counties of Brantley, Camden, Charlton, Glynn, Pierce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE MINIMUM

WAGE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I

9.85

01012 - Accounting Clerk II

11.70

01013 - Accounting Clerk III

12.45

01014 - Accounting Clerk IV

15.56

01030 - Court Reporter

13.04

01050 - Dispatcher, Motor Vehicle

13.23

01060 - Document Preparation Clerk

10.25

01070 - Messenger (Courier)
8.42
01090 - Duplicating Machine Operator
10.25
01110 - Film/Tape Librarian
11.23
01115 - General Clerk I
8.34
01116 - General Clerk II
9.64
01117 - General Clerk III
11.58
01118 - General Clerk IV
17.76
01120 - Housing Referral Assistant
14.11
01131 - Key Entry Operator I
10.06
01132 - Key Entry Operator II
12.80
01191 - Order Clerk I
10.99
01192 - Order Clerk II
12.48
01261 - Personnel Assistant (Employment) I
11.52
01262 - Personnel Assistant (Employment) II
12.10
01263 - Personnel Assistant (Employment) III
12.87
01264 - Personnel Assistant (Employment) IV
14.77
01270 - Production Control Clerk
14.60
01290 - Rental Clerk
10.35
01300 - Scheduler, Maintenance
11.23
01311 - Secretary I
11.23
01312 - Secretary II
12.86
01313 - Secretary III
14.11
01314 - Secretary IV
16.36
01315 - Secretary V
16.60
01320 - Service Order Dispatcher
11.56
01341 - Stenographer I
13.28
01342 - Stenographer II
14.08
01400 - Supply Technician
16.69

01420 - Survey Worker (Interviewer)
11.85
01460 - Switchboard Operator-Receptionist
8.55
01510 - Test Examiner
12.86
01520 - Test Proctor
12.86
01531 - Travel Clerk I
8.88
01532 - Travel Clerk II
9.68
01533 - Travel Clerk III
10.43
01611 - Word Processor I
10.97
01612 - Word Processor II
14.62
01613 - Word Processor III
16.37
03000 - Automatic Data Processing Occupations
03010 - Computer Data Librarian
11.58
03041 - Computer Operator I
12.18
03042 - Computer Operator II
13.12
03043 - Computer Operator III
15.41
03044 - Computer Operator IV
18.91
03045 - Computer Operator V
21.00
03071 - Computer Programmer I (1)
16.52
03072 - Computer Programmer II (1)
21.25
03073 - Computer Programmer III (1)
22.97
03074 - Computer Programmer IV (1)
27.62
03101 - Computer Systems Analyst I (1)
19.20
03102 - Computer Systems Analyst II (1)
22.63
03103 - Computer Systems Analyst III (1)
26.84
03160 - Peripheral Equipment Operator
15.41
05000 - Automotive Service Occupations
05005 - Automotive Body Repairer, Fiberglass
18.38
05010 - Automotive Glass Installer
14.06
05040 - Automotive Worker
14.06

05070 - Electrician, Automotive
15.98
05100 - Mobile Equipment Servicer
12.11
05130 - Motor Equipment Metal Mechanic
16.41
05160 - Motor Equipment Metal Worker
14.06
05190 - Motor Vehicle Mechanic
16.41
05220 - Motor Vehicle Mechanic Helper
11.47
05250 - Motor Vehicle Upholstery Worker
13.09
05280 - Motor Vehicle Wrecker
14.06
05310 - Painter, Automotive
15.02
05340 - Radiator Repair Specialist
14.06
05370 - Tire Repairer
11.70
05400 - Transmission Repair Specialist
16.41
07000 - Food Preparation and Service Occupations
(not set) - Food Service Worker
6.89
07010 - Baker
10.15
07041 - Cook I
8.70
07042 - Cook II
10.15
07070 - Dishwasher
6.46
07130 - Meat Cutter
10.74
07250 - Waiter/Waitress
7.09
09000 - Furniture Maintenance and Repair Occupations
09010 - Electrostatic Spray Painter
15.02
09040 - Furniture Handler
9.62
09070 - Furniture Refinisher
15.02
09100 - Furniture Refinisher Helper
11.17
09110 - Furniture Repairer, Minor
13.09
09130 - Upholsterer
15.02
11030 - General Services and Support Occupations
11030 - Cleaner, Vehicles
7.76
11060 - Elevator Operator
7.76

11090 - Gardener
9.69
11121 - House Keeping Aid I
6.78
11122 - House Keeping Aid II
7.76
11150 - Janitor
7.76
11210 - Laborer, Grounds Maintenance
8.53
11240 - Maid or Houseman
7.08
11270 - Pest Controller
10.99
11300 - Refuse Collector
7.76
11330 - Tractor Operator
9.25
11360 - Window Cleaner
8.53
12000 - Health Occupations
12020 - Dental Assistant
12.01
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
11.29
12071 - Licensed Practical Nurse I
11.02
12072 - Licensed Practical Nurse II
12.36
12073 - Licensed Practical Nurse III
13.83
12100 - Medical Assistant
10.58
12130 - Medical Laboratory Technician
11.24
12160 - Medical Record Clerk
11.24
12190 - Medical Record Technician
13.54
12221 - Nursing Assistant I
7.90
12222 - Nursing Assistant II
8.88
12223 - Nursing Assistant III
9.69
12224 - Nursing Assistant IV
10.87
12250 - Pharmacy Technician
12.19
12280 - Phlebotomist
11.24
12311 - Registered Nurse I
16.92
12312 - Registered Nurse II
20.71
12313 - Registered Nurse II, Specialist
20.71

12314 - Registered Nurse III
25.06
12315 - Registered Nurse III, Anesthetist
25.06
12316 - Registered Nurse IV
30.01
13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
19.06
13011 - Exhibits Specialist I
13.49
13012 - Exhibits Specialist II
16.70
13013 - Exhibits Specialist III
20.50
13041 - Illustrator I
13.49
13042 - Illustrator II
16.70
13043 - Illustrator III
19.61
13047 - Librarian
18.93
13050 - Library Technician
12.87
13071 - Photographer I
12.26
13072 - Photographer II
15.18
13073 - Photographer III
17.83
13074 - Photographer IV
21.81
13075 - Photographer V
26.39
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations
15010 - Assembler
6.69
15030 - Counter Attendant
6.69
15040 - Dry Cleaner
8.47
15070 - Finisher, Flatwork, Machine
6.69
15090 - Presser, Hand
6.69
15100 - Presser, Machine, Drycleaning
6.69
15130 - Presser, Machine, Shirts
6.69
15160 - Presser, Machine, Wearing Apparel, Laundry
6.69
15190 - Sewing Machine Operator
9.15
15220 - Tailor
9.55

15250 - Washer, Machine
7.29
19000 - Machine Tool Operation and Repair Occupations
19010 - Machine-Tool Operator (Toolroom)
15.02
19040 - Tool and Die Maker
18.89
21000 - Material Handling and Packing Occupations
21010 - Fuel Distribution System Operator
14.94
21020 - Material Coordinator
15.29
21030 - Material Expediter
15.29
21040 - Material Handling Laborer
10.24
21050 - Order Filler
9.88
21071 - Forklift Operator
12.76
21080 - Production Line Worker (Food Processing)
11.62
21100 - Shipping/Receiving Clerk
10.87
21130 - Shipping Packer
9.88
21140 - Store Worker I
8.64
21150 - Stock Clerk (Shelf Stocker; Store Worker II)
10.58
21210 - Tools and Parts Attendant
11.62
21400 - Warehouse Specialist
10.35
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
17.58
23040 - Aircraft Mechanic Helper
11.17
23050 - Aircraft Quality Control Inspector
16.95
23060 - Aircraft Servicer
13.09
23070 - Aircraft Worker
14.06
23100 - Appliance Mechanic
15.02
23120 - Bicycle Repairer
11.70
23125 - Cable Splicer
15.98
23130 - Carpenter, Maintenance
15.02
23140 - Carpet Layer
15.02
23160 - Electrician, Maintenance
18.39

23181 - Electronics Technician, Maintenance I
17.47
23182 - Electronics Technician, Maintenance II
19.24
23183 - Electronics Technician, Maintenance III
20.37
23260 - Fabric Worker
12.71
23290 - Fire Alarm System Mechanic
15.98
23310 - Fire Extinguisher Repairer
12.22
23340 - Fuel Distribution System Mechanic
17.58
23370 - General Maintenance Worker
14.06
23400 - Heating, Refrigeration and Air Conditioning Mechanic
15.98
23430 - Heavy Equipment Mechanic
15.98
23440 - Heavy Equipment Operator
18.30
23460 - Instrument Mechanic
15.98
23470 - Laborer
10.07
23500 - Locksmith
15.02
23530 - Machinery Maintenance Mechanic
15.98
23550 - Machinist, Maintenance
15.98
23580 - Maintenance Trades Helper
11.17
23640 - Millwright
15.98
23700 - Office Appliance Repairer
15.02
23740 - Painter, Aircraft
15.02
23760 - Painter, Maintenance
15.02
23790 - Pipefitter, Maintenance
15.98
23800 - Plumber, Maintenance
15.02
23820 - Pneudraulic Systems Mechanic
15.98
23850 - Rigger
15.98
23870 - Scale Mechanic
14.06
23890 - Sheet-Metal Worker, Maintenance
15.98
23910 - Small Engine Mechanic
14.06

23930 - Telecommunication Mechanic I
15.98
23931 - Telecommunication Mechanic II
16.95
23950 - Telephone Lineman
15.98
23960 - Welder, Combination, Maintenance
15.98
23965 - Well Driller
15.98
23970 - Woodcraft Worker
15.98
23980 - Woodworker
12.11
24000 - Personal Needs Occupations
24570 - Child Care Attendant
7.24
24580 - Child Care Center Clerk
10.60
24600 - Chore Aid
6.78
24630 - Homemaker
16.83
25000 - Plant and System Operation Occupations
25010 - Boiler Tender
16.19
25040 - Sewage Plant Operator
15.02
25070 - Stationary Engineer
16.19
25190 - Ventilation Equipment Tender
11.17
25210 - Water Treatment Plant Operator
15.02
27000 - Protective Service Occupations
(not set) - Police Officer
18.34
27004 - Alarm Monitor
11.13
27006 - Corrections Officer
13.12
27010 - Court Security Officer
13.12
27040 - Detention Officer
13.12
27070 - Firefighter
12.05
27101 - Guard I
7.83
27102 - Guard II
11.13
28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
14.65
28020 - Hatch Tender
14.65

28030 - Line Handler
14.65
28040 - Stevedore I
13.60
28050 - Stevedore II
15.58
29000 - Technical Occupations
21150 - Graphic Artist
19.08
29010 - Air Traffic Control Specialist, Center (2)
28.21
29011 - Air Traffic Control Specialist, Station (2)
19.46
29012 - Air Traffic Control Specialist, Terminal (2)
21.43
29023 - Archeological Technician I
14.12
29024 - Archeological Technician II
15.80
29025 - Archeological Technician III
18.72
29030 - Cartographic Technician
19.56
29035 - Computer Based Training (CBT) Specialist/ Instructor
20.05
29040 - Civil Engineering Technician
17.83
29061 - Drafter I
11.26
29062 - Drafter II
12.76
29063 - Drafter III
15.80
29064 - Drafter IV
18.56
29081 - Engineering Technician I
11.79
29082 - Engineering Technician II
15.06
29083 - Engineering Technician III
18.49
29084 - Engineering Technician IV
21.71
29085 - Engineering Technician V
26.51
29086 - Engineering Technician VI
32.13
29090 - Environmental Technician
17.40
29100 - Flight Simulator/Instructor (Pilot)
22.63
29160 - Instructor
18.95
29210 - Laboratory Technician
14.66
29240 - Mathematical Technician
19.56

29361 - Paralegal/Legal Assistant I
14.34
29362 - Paralegal/Legal Assistant II
17.99
29363 - Paralegal/Legal Assistant III
22.00
29364 - Paralegal/Legal Assistant IV
26.63
29390 - Photooptics Technician
19.56
29480 - Technical Writer
20.50
29491 - Unexploded Ordnance (UXO) Technician I
17.93
29492 - Unexploded Ordnance (UXO) Technician II
21.70
29493 - Unexploded Ordnance (UXO) Technician III
26.01
29494 - Unexploded (UXO) Safety Escort
17.93
29495 - Unexploded (UXO) Sweep Personnel
17.93
29620 - Weather Observer, Senior (3)
16.28
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
14.66
29622 - Weather Observer, Upper Air (3)
14.66
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver
14.00
31260 - Parking and Lot Attendant
7.52
31290 - Shuttle Bus Driver
10.02
31300 - Taxi Driver
8.03
31361 - Truckdriver, Light Truck
11.02
31362 - Truckdriver, Medium Truck
15.71
31363 - Truckdriver, Heavy Truck
17.42
31364 - Truckdriver, Tractor-Trailer
17.42
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
7.88
99030 - Cashier
7.83
99041 - Carnival Equipment Operator
8.92
99042 - Carnival Equipment Repairer
8.42
99043 - Carnival Worker
6.74

99050 - Desk Clerk
 9.58
 99095 - Embalmer
 17.93
 99300 - Lifeguard
 9.42
 99310 - Mortician
 18.23
 99350 - Park Attendant (Aide)
 11.84
 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
 8.77
 99500 - Recreation Specialist
 12.79
 99510 - Recycling Worker
 10.26
 99610 - Sales Clerk
 9.42
 99620 - School Crossing Guard (Crosswalk Attendant)
 6.56
 99630 - Sport Official
 9.41
 99658 - Survey Party Chief (Chief of Party)
 17.46
 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
 13.56
 99660 - Surveying Aide
 9.89
 99690 - Swimming Pool Operator
 11.17
 99720 - Vending Machine Attendant
 8.87
 99730 - Vending Machine Repairer
 11.17
 99740 - Vending Machine Repairer Helper
 8.87

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:
 HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month
 VACATION: 2 weeks paid vacation after 1 year of service with a
 contractor or
 successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length
 of service
 includes the whole span of continuous service with the present
 contractor or
 successor, wherever employed, and with the predecessor contractors in
 the
 performance of similar work at the same Federal facility. (Reg. 29 CFR
 4.173)
 HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day,
 Martin Luther
 King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence
 Day,
 Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas
 Day. (A

contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:

An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional

10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time

employed (40 hours a week) and Sunday is part of your regularly scheduled workweek,

you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic

rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or

in close proximity to ordnance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or

explosives. Demilitarization, modification, renovation, demolition, and maintenance

operations on sensitive ordnance, explosives and incendiary materials. All

operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to

ordnance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION**

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained

from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

{Standard Form
1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed

occupation) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order

proposed classification title), a Federal grade equivalency (FGE) for each

proposed classification), job description), and rationale for proposed wage

rate), including information regarding the agreement or disagreement of the

authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

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